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Employee Newsletter
of the U.S. Department
of Agriculture

'USDA'

Volume 39
Number 1
January 2, 1980

By virtue of managing millions of acres of recreation lands, the Forest Service is one agency that people often initiate contact with. Now the Forest Service is doing the initiating. In cities all over the country, the agency is using an eye-catching exhibit to make its presence and services known wherever national conventions are held. Directed toward numerous groups, the exhibit can be targeted to a specific audience by slight modification. Above, the exhibit was presented at the 36th annual convention of the National Congress of American Indians in Albuquerque, N. Mex. Working the exhibit were members of the Forest Service civil rights staff. From left to right they are: Mary Owens, Washington, D.C.; Steve Kyle, Denver, Colo.; Irene Barela, Teresa Showa, and Richard Fortune, all from the Albuquerque regional office.

Summer Job Information

Details for applying for the federal 1980 summer employment program have been set by the Office of Personnel Management in its 1980 edition of the Summer Jobs Announcement No. 414.

The announcement is available from Federal Job Information Centers which are located in major cities throughout the country. Consult your local directory for the nearest center location.

Applicants may apply for the written test until January 11, 1980. The test will be given in January and February.

The summer employment program is divided into the following five categories:

- Clerical jobs, GS-1 through GS-4, for which a test of clerical and verbal abilities will be given.
- Nonclerical jobs in GS-1 through GS-4, for which applicants will apply directly to federal agencies.
- Positions at GS-5 and above, for which at least a bachelor's degree or the equivalent in experience is required.
- Trade and labor occupations.
- Programs for needy youth and federal summer interns.

Tips On Landing A Job

Interviews are one of the first steps toward getting a job. How well a person does in an interview often determines whether he or she gets hired.

Surveys show that different people approach interviews with different attitudes: some with great expectation, some with skepticism, some with confidence, and some with a bad case of nerves.

Whatever one's attitude, following are some helpful hints for achieving a successful interview. They were presented at a seminar for Federally Employed Women by the author of a book on job interviewing for women, **Phillip C. Russell**.

Preparation:

- Get as much information as you can about the job you are applying for—position description, agency pamphlets, information about the agency organization.
- Learn to communicate orally. If you get nervous or have difficulty speaking in interviews, take a speech class or join a club where you have opportunities to speak often and to be evaluated. Learn to get used to talking about yourself to people you don't know, such as in meetings, at cocktail parties and other social affairs.
- Take a copy of your resume, appropriate samples of your work, and a pad and pencil to an interview.

Appearance:

- Put your best foot forward. Wear the style of clothing other successful people in your line of work wear, and be sure you feel comfortable.
- Be confident. Remember that whoever is conducting the interview may need your services as much as you may need the job.

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USDA's procurement and contracting activities got high-level White House and Congressional support during a three-day training session in Washington. Participating in the training session, one of three to be held regionally, were members of the White House domestic staff and Maryland Congressman Parren Mitchell. Arranged by the Office of Small and Disadvantaged Business Utilization (OSDBU), the sessions were designed to increase participation in USDA contract and procurement programs by small and minority-owned businesses. In photo, left above, Preston Davis, acting director of OSDBU, introduces Congressman Mitchell (right in photo) at opening session. Congressman Mitchell authored the bill creating the USDA agency and calling for the creation of similar offices in other departments. Attending the opening session (right photo, above) were many of the USDA employees in the contract and procurement areas.

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Audition:

- Remember names of people introduced to you. Repeat each name if that helps you to remember.
- Bring out points where your experience and skills match with the job requirements. (You might even take along a checklist of such points on 3 x 5 cards to help you remember.)
- Don't be modest about your skills and experience. Tell the interviewer what you do well and what you believe your potential is. And even if you've never performed particular tasks related to the job, but know that you can learn quickly, say so.
- Ask questions yourself. If you want to see the office where you would work, ask for a tour. It shows interest on your part in working for that organization.

Followup:

- Although it isn't necessary, you may wish to write or phone if you have any additional information.
- Even if you don't have anything to add, a note or a call will emphasize your interest in the position.

Conclusion:

- Remember that interviews are free. Go on an interview even if you believe someone else is a preferred applicant. The interview can serve as a free practice session to help you gain confidence in other interviews. And if you do well enough, there is always a chance that the interviewer may decide that you're the best applicant after all. □

The Cost of Convenience

The oft-asked question of which is the better buy—convenience foods or home-prepared—has led to some recent findings by two USDA experts.

Agricultural economist **Larry Traub** and food technologist **Dianne Odland** said that in a study they conducted, 100 of 166 convenience foods cost more per serving than similar foods prepared at home.

But, they added, "most of the convenience foods examined required less preparation time, less fuel for cooking, and did not differ significantly in quality from similar foods prepared at home."

Traub, of the Economics, Statistics and Cooperatives Service, and Odland, of the Science and Education Administration, also said that—

—convenience foods account for nearly half of all foods sold for consumption at home.

—over three-fourths of the meat and poultry convenience items, half the fruits and vegetables, and nearly two-thirds of the baked goods and desserts cost more per serving than their home-made versions.

—orange juice made from frozen concentrate is one of the best bargains among convenience items, costing only one-third as much as juice squeezed from fresh oranges.

Some convenience foods, the experts noted, have more ingredients such as sauce or noodles, but less meat, fish, and poultry than similar home-prepared items. When 25 home recipes were adjusted so they had the same proportion of costly ingredients as the convenience items, the average cost per serving of the home-prepared foods was 14 percent lower.

Alive and Well Thanks to Fast Action

January 29, 1979, is a day **Yul Jones** will long remember. So, too, for that matter will **Walter Bone** and **Hugh Hollingsworth** of USDA.

For on that day—in a small midwestern city—Jones nearly lost his life, and Bone and Hollingsworth became life-savers. It happened at a processing plant in Southwest City, Mo., where Jones was employed. Jones' left leg slipped through a guardrail and became entangled in a 10-inch ice borer. The leg was nearly torn off below the knee.

Fortunately, Hollingsworth was working in the area and heard the injured Jones crying for help. Rushing to Jones' aid, Hollingsworth immediately sent for Bone and applied a makeshift tourniquet to reduce the bleeding. Bone, a veterinary medical officer, stopped the bleeding by using his belt as a tourniquet and by applying pressure to arteries in the back of the knee joint.

Releasing pressure on the tourniquet as necessary, the two then kept Jones as comfortable as possible until an ambulance arrived about a half hour later. Jones was taken to a nearby hospital where his leg was amputated a few inches below the knee. He has since been fitted with an artificial leg and regained normal functioning of his left knee.

Praising Bone and Hollingsworth, a representative of the processing plant wrote: "We are most fortunate to have officials in this plant who know what to do in time of emergencies and who go beyond the call of duty to help their fellow man."

For their heroic action, Bone amd Hollingsworth—both of the Food Safety and Quality Service—received cash awards.

Quick action on the part of Hugh Hollingsworth and Dr. Walter Bone (far right) saved the life of a food processing plant employee in Southwest City, Mo. Hollingsworth and Dr. Bone prevented the employee from bleeding to death following a serious accident. Employed by the Food Safety and Quality Service, Hollingsworth is a food inspector with the Dallas, Tex., regional office, and Dr. Bone is a supervisory veterinary medical officer with FSQS' Des Moines, Iowa, office.

Words for the Wise. . .

Below are few words related to food and farming. To test your "Ag I.Q.," match the words in the left column with the appropriate meanings in the right column. Answers are given on page 4.

1. acre	a. The removal of virtually all trees in a timber stand.
2. row crops	b. A family of plants, including many valuable food and forage species, such as peas, beans, soybeans, peanuts, clovers, and alfalfas.
3. windbreak	c. A crop used for livestock feed, preserved in a moist condition and partially fermented in a tight container (silo).
4. barrow	d. Any of several grains—such as corn, oats, and barley—commonly used for feeding livestock and poultry.
5. clearcutting	e. Growing crops in a systematic arrangement of strips or bands to serve as vegetative barriers to wind and water erosion.
6. stripcropping	f. Crops such as corn and cotton that are grown in a row wide enough to allow cultivation.
7. cash crop	g. A mobile, self-propelled or tractor-driven machine which cuts, threshes, and cleans a standing crop.
8. combine	h. Any object, such as a row of trees, which stops free movement of wind.
9. broiler	i. The supplying of water to the soil for plant growth.
10. food grain	j. A male hog castrated before sexual maturity.
11. roaster	k. A unit of measure equal to 43,560 square feet.
12. legume	l. A young chicken from 8 to 12 weeks old, weighing 2-½ or more pounds.
13. feed grain	m. A young chicken of either sex, usually 3 to 5 months of age.
14. silage	n. Cereal seeds commonly used for human food, chiefly wheat and rice.
15. irrigation	o. A crop sold directly on the market as contrasted to one fed to animals.

PEOPLE

Research engineer **LaVerne E. Stetson**, of the Science and Education Administration has been recognized by the Food and Energy Council for his ideas contributing to energy conservation and farm safety. Stetson received a distinguished service award from the council, which emphasizes energy conservation to produce food.

Stetson's standards for safely installing, wiring, grounding, and operating electrical irrigation systems have been widely accepted, and his achievements in electrical load management have helped save millions of dollars for electric energy suppliers, farmers, and consumers.

At a recent ceremony in St. Louis, Mo., assistant secretary **Carol Foreman** received a distinguished alumni award from Washington University. The award was in recognition for her professional accomplishment, and for service to the university and to her community.

Face the Future With Confidence

Today is not too soon to start planning for tomorrow. Whether you're young, middle-aged, or somewhat older, now's the time to start doing something about retirement.

Retirement can be looked upon as another step in one's career as equally important as promotions, assignments, and other career goals. And, as with any new venture, a successful, happy retirement takes planning.

The first consideration, of course, is financing retirement. Thoughts about retirement often arouse such questions as: Will I have enough income during retirement to do the things I want to do? How do I prepare for adequate income? What are some ways to manage income during retirement?

To help answer those questions, home economists **Cynthia Jennings** and **Katherine Tippett**, of the Science and Education Administration, have come up with some practical advice. In a recently released booklet, the authors discuss retirement income planning plus several types of retirement and pension plans and possible investment programs. The booklet is entitled "Your Retirement: A Financial Planning Guide."

Jennings and Tippett also suggest how to plan for a particular lifestyle during retirement, how to estimate the income necessary to achieve that lifestyle, and give tips on setting up a retirement budget and on earning supplemental income. They also offer advice on housing and choosing where to live, and provide sensible suggestions on many other areas of retirement.

One such area involves changes in expenses, some of which may be lowered or eliminated, while others may increase after retirement. The authors note, for example, that retired workers no longer have to pay into a retirement fund, or buy oil and gas to get to work, and probably don't need as many clothes. On the other hand, they observe, a retiree's medical expenses may increase, life insurance premiums may rise (due to the loss of the employer's contribution), and recreation expenses may grow because of additional leisure time.

Single copies of "Your Retirement . . ." guide are available free from the Office of Governmental and Public Affairs, Publications Division, Washington, D. C. 20250.

Answers to "Ag I.Q."

1. k.	8. g.
2. f.	9. l.
3. h.	10. n.
4. j.	11. m.
5. a.	12. b.
6. e.	13. d.
7. o.	14. c.
	15. i.

One of the top attractions at the Texas State Fair last fall was a USDA exhibit on programs benefitting consumers. Sponsored by the Food Safety and Quality Service, the display highlighted the roles of four USDA agencies, and was one of 29 government exhibits coordinated under the theme "U.S. Government is US." Chief among the highlights of USDA's display was the role of FSQS in meat and poultry inspection, grading of food products, and food safety. Other agencies highlighted were the Agricultural Marketing Service, Federal Grain Inspection Service, and the Animal and Plant Health Inspection Service. An especially attractive feature of the exhibit was a market news teletype which enabled fair goers to keep abreast of market developments while they were away from home. Above, Linda Railsback (left), of the FSQS Dallas office, demonstrates meat-buying tips to a group attending the fair.

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Milton Sloane, Editor
Sharon Edwards, Editorial Assistant

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Employee Newsletter
of the U.S. Department
of Agriculture

USDA

Volume 39
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USDA Participates in 1980 Olympics

Before the 1980 Winter Olympics were booked into Lake Placid, N.Y., it was relatively easy for the town's 2,700 citizens to preserve their beautiful alpine environment.

But now that huge crowds are coming, preservation will be harder.

Officials estimate that hundreds of thousands of visitors will jam Lake Placid in February to watch some 2,000 of the world's best athletes compete for gold, silver, and bronze medals. Along with the crowds will come a massive demand for parking, housing, and food facilities, as well as for transportation.

With such a swarm of people expected, Olympic planners have wondered what Lake Placid will be like once the events are over.

Concerned about that question, the organizers called in several public and private agencies to learn how to meet the needs of the visitors, and still protect the environment.

Among the agencies was USDA's Soil Conservation Service. Three years ago, SCS soil scientists began surveying the soils of the Olympic site to determine the soils' limitations, taking into account such factors as topsoil textures and the lay of the land. From the information, SCS specialists recommended several precautions in the construction of ski jumps, parking spaces, housing, and an 8,500-seat field house.

Specifically, the specialists recommended that contractors plant special conservation grasses to hold the topsoils in place on the steep mountain slopes, that step-like structures be built to break the flow of water rushing down hillsides, and

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USDA participation in preparations for this winter's Olympics may have helped avert some adverse effects to Lake Placid's alpine community. Specialists from the Soil Conservation Service studied the Olympic site's soil limitations and recommended several precautions in relation to construction of Olympic facilities and Lake Placid's environment.

Together Again

After a three-year separation, the Office of General Sales Manager and the Foreign Agricultural Service are together again.

In a statement to the press, Deputy Secretary **Jim Williams** announced that the two agencies have been reunited. OGSM, the deputy secretary said, is again a part of FAS.

In announcing the merger, the deputy secretary said that the reunion will "significantly strengthen" USDA's export activities and the overall efficiency of the day-to-day operations of export sales. During fiscal 1979, he noted, U.S. agricultural exports totaled a record $32 billion.

Deputy Secretary Williams added that the move will also provide better access by the sales manager's staff to USDA agricultural advisers stationed overseas.

The deputy secretary also said that the head of OGSM, **Kelly Harrison**, will assume the title of associate administrator of FAS while retaining the title of general sales manager. Harrison will be responsible for planning, executing, and evaluating all USDA programs related to export credit and overseas market development.

Harrison had headed OGSM since September 1977.

cont'd from page 1

that certain sandy soils be replaced with topsoil on the 70-meter and 90-meter ski jumps. Purpose of the topsoil was to reduce the erosion on the ski slopes by providing a good base for growing grass.

SCS also recommended that wood chips and gravel be used to make a durable surface for temporary parking lots, and that rock gutters be constructed to channel water around the base of Olympic Village. The village is a dormitory complex for the athletes and game officials.

Donald Wild, SCS district conservationist in New York, said that "because of these actions, Lake Placid will retain its alpine beauty while still meeting the needs of those participating in and watching the Olympics." □

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Milton Sloane, Editor
Sharon Edwards, Editorial Assistant

Fuel From Farms and Forests

USDA employees will be involved in more and more program actions in the future that help to get fuel to farmers. They will be facilitating the flow of fuel to farmers, doing research into possible new fuel sources, and studying the economic impacts of ever higher fuel costs on farm operating costs and food costs throughout the marketing chain. Some research will focus on ways to get an energy yield from both crop and forest land itself, primarily through biomass and solar projects.

Department responsibilities already range from developing commercially viable fuel or energy production systems to applying the latest technology in weatherizing old rural homes in the most cost-effective way. USDA is also involved in tapping the vast solar energy falling to land, making efficient use of wood, charcoal, and wood alcohol as fuel, and in harnessing wind power.

Already the Forest Service is looking into new energy sources applicable to forest lands and to the processing and utilizing of wood products. Meanwhile, the Science and Education Administration is extending its energy research to expand farm and rural area energy sources. Recently, the agency established two energy research and development centers for on-farm applications of solar, wind, and biomass energy, and the other for converting organic matter to alcohols. Research is also continuing on agricultural applications of solar and wind energy and on the use of electric vehicles on farms.

The Office of Energy and the Commodity Credit Corporation have committed over $42 million in fiscal year 1980 in loan guarantees to finance four pilot projects that use a combination of wood and agricultural materials to produce ethanol, wood pellets, and a low BTU gas.

Other loans and loan guarantees for alternate energy projects are available to private developers and researchers through the Farmers Home Administration. FmHA is also the source of money for experiments arond the Nation on weatherizing existing homes with cost-effective solar units. Rural housing and community facility loans are available from the agency for purchasing solar space and hot water heating equipment.

Loans for ethanol-for-fuel distillation projects on farms are financed by FmHA through farm operating loans. Business and industrial loan guarantees now encompass such energy-related projects as coal mining, natural gas extraction, and oil exploration off the Louisiana coast.

While the use of renewable resources to help meet the energy needs is in its infancy, it is a growing industry. The costs of extracting energy from farm and forest products often get in the way of assessing how fast this growth will take place, since some of what we may eventually do is not cost-effective.

Yet some assessment can be made. For instance, about 485 million dry tons of unused wood occur annually from logging and manufacturing wastes, wood products, dead and culled trees, and other forest sources. Up to half of the material might be recovered economically and converted to energy. The material would produce about four quadrillion BTU's which, along with the one quadrillion BTU's now being used, could meet about seven percent of the Nation's current energy needs. □

A solar collector undergoing tests reflects not only the growing interest in new sources of energy and the images of agricultural researchers at Iowa State University, but its unlimited source of power, the sun, as well. A rigid structure made of acrylic plastic, the solar collector is a joint project by the university and USDA, financed by the Department of Energy.

USDA Establishes Consumer Affairs Unit

W. Neill Schaller, former deputy director for extension of the Science and Education Administration, has been named special assistant for consumer affairs. Schaller will report directly to Secretary Bergland on all matters relating to consumers.

Two-time Agriculture official **W. Neill Schaller** has been appointed to a new high-level office in USDA. Schaller has been named special assistant to the Secretary for consumer affairs.

As head of the new office, Schaller will report directly to Secretary Bergland on matters relating to consumers' involvement in USDA programs.

Employed with USDA on two separate occasions, Schaller most recently was deputy director for extension with the Science and Education Administration. Before that, he was associate managing director of the Farm Foundation in Oak Brook, Ill., for seven years. Schaller previously worked for USDA from 1957 to 1969.

Schaller studied sociology at Princeton University and earned a doctorate in agricultural economics from the University of California at Berkeley, Calif. During his recent post in extension, he has given increased attention to nutrition education programs, small farm concerns, urban extension activities and natural resource programs.

Assuming Schaller's extension duties as acting deputy is associate deputy **Mary Nell Greenwood.**

Happy Anniversary

In celebration of the 10th anniversary of the National Environmental Policy Act, USDA held a photo display and other festivities in the Washington Patio. Participating in ceremonies commemorating passage of the historic act were USDA officials and Congressman **John D. Dingell**, one of the principal authors of the act.

Widely viewed as one of the most important environmental laws in this country, NEPA has had a profound impact on how USDA conducts programs on the land, in rural areas, and in national forests.

According to officials, NEPA has brought considerable awareness and involvement of citizens across the Nation in activities in their areas that affect the environment. Largely through NEPA, citizens are becoming more concerned about building massive, expensive projects that can cause irreversible environmental problems, about protecting the Nation's wetlands, and about preserving the habitat of wild animals and birds, particularly those of endangered species. The act has also generated greater concern for reducing soil loss and land degradation, and for preventing indiscriminate use of prime agricultural lands.

Referring to the significance of the environmental policy act, **Secretary Bergland** said, "Failure to protect our agriculture and the natural resources on which it depends will put us on a collision course with disaster."

As a result of NEPA, environmental impact statements now have to be prepared on every significant project that may impact on the environment.

Pay as you grow.

When you start to work, it's easy to spend your whole paycheck.

And that's a good reason to join the Payroll Savings Plan and buy U.S. Savings Bonds.

Because Bonds grow with you. So while you're working hard doing your job, Savings Bonds can be working hard doing their job. And that job is making money for you.

Bonds can help cultivate your dreams. Whatever they are. A college education, down payment on a new house, or a long-awaited vacation. Even a retirement nest egg.

Put U.S. Savings Bonds to work for you, storing away the fruits of your labor.

Plant the seeds of your future today. You'll be surprised what they can grow into.

E Bonds pay 6% interest when held to maturity of 5 years (4½% the first year). Interest is not subject to state or local income taxes, and federal tax may be deferred until redemption.

Take stock in America.

"Land and Cattle," a dramatic exhibit on a vanishing American art form, ended a six-week engagement recently at the National Agricultural Library by being returned to the Museum of New Mexico in Santa Fe. In a manner suggesting nostalgia, the exhibit portrayed the age-old skills of cattlemen and cowboys, from branding cattle to mending fences to busting broncos. The exhibit focuses on the life of a New Mexico rancher—Joe Pankey, now 87—from the beginnings of his modest ranch at the turn of the century to his several-thousand-acre operation of today. It also depicts the unique way of life of cattle ranching between the Rio Grande and the San Mateo Mountains. Set against rugged New Mexico scenery, the exhibit was offered through the Museum of New Mexico and was co-sponsored at USDA by the Science and Education Administration. Attending the exhibit's premiere at Beltsville, Md., were assistant secretary Alex Mercure—also a New Mexico native, New Mexico Governor Bruce King, rancher Pankey and family, and Senator Pete Domenici from New Mexico.

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Changes Brewing For Employee Performance System

Movement is afoot in USDA, as in most other government agencies, to change the employee performance appraisal system. At the same time, efforts are underway to establish a new merit pay plan.

Both actions are required by the Civil Service Reform Act, says the Office of Personnel Management. **John W. Fossum**, acting director of personnel, said many recommendations concerning the systems were developed by a special USDA task force of agency representatives, and have been sent to appropriate officials.

In an interview on the proposals, Fossum explained the recommendations and discussed the legal requirements for the two new plans. His comments, as reprinted from a recreation association publication, are below.

Q. Mr. Fossum, you've explained that the current USDA performance system must be revised as a result of the Civil Service Reform Act. How does the proposed system differ from the present one?

A. One major change is that the performance elements, or work assignments, of each employee's job must be identified in writing at the beginning of the rating period. At the same time, performance standards describing the quality and amount of work expected must be defined in writing for each performance element. In addition, the Act requires that one or more performance elements be designated as critical elements.

John Fossum, acting personnel director for USDA since last June, was formerly assistant director for staffing in the Office of Personnel Management.

Q. What exactly is a critical element?

A. A critical element is a work assignment that is so important to a job that unacceptable performance in that task requires remedial action. If an employee does not perform a critical element at a minimally acceptable level, he or she cannot receive a within-grade increase. Supervisors must try to help employees improve their performance, but if an employee's work continues at an unacceptable level in a critical element, he or she may be reduced in grade or removed.

Q. How will performance elements, critical elements, and performance standards be determined?

A. Performance elements should reflect what an employee does in his or her job. The task force recommended that supervisors and employees work together to identify performance elements and that standards be written and explained to employees at the beginning of the rating period. Employees thus will know in advance what they will be rated on and how well they are expected to perform.

Q. Will all USDA employees be rated under the new system?

A. Generally, all employees will be. Exceptions include temporary employees who work fewer than 120 days during a year, Schedule C employees, and other employees excluded by law or agency request.

Q. How often and when will supervisors rate employees?

A. Employees will normally be rated every 12 months. The task force recommended that performance appraisals be completed for merit pay employees in connection with the fiscal year; agencies shall decide when other employees will be rated.

Q. Will the present rating scale be used in the new system?

A. The task force recommended the use of a rating scale with

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alternatives for four and five rating levels. They also proposed that a summary rating could be calculated by averaging the ratings of the performance elements.

Q. Are there any other major changes involving performance appraisal?

A. Yes. The Civil Service Reform Act also requires that performance appraisals be used in making personnel decisions. I've already described, for example, how the performance appraisal will be used to reduce grade or remove an employee. In addition, the task force has outlined proposals for using performance appraisals in choosing employees for promotion, reassignment, and training. Performance appraisals will also be used to award within-grade increases, quality step increases, and merit pay.

Q. What is merit pay and who is eligible for it?

A. Civil service reform requires that the current pay system for GS-13, 14, and 15 supervisors and managers be replaced by a system in which individuals are paid for performance. Under the new system, employees will no longer receive within-grade and quality step increases. Employees will automatically receive at least 50 percent of the annual comparability adjustment. Pay increases beyond that, however, will depend on how well employees and their organizations perform. The merit pay system will apply **only** to supervisors and managers in grades 13, 14, and 15 of the general schedule.

Q. How will merit pay employees be identified?

A. Agencies have been asked to identify their eligible employees shortly after January 1. Agencies will also be responsible for telling employees if their jobs are covered under the merit pay system.

Q. When will eligible employees enter the system?

A. They will enter the system on October 1, 1980. At that time, their pay plan designator will change from GS to GM. The first merit pay decisions will be made October 1, 1981. Employees due to receive within-grade increases between these dates will receive the increases as scheduled.

Q. Where will the merit pay money come from?

A. Merit pay funds will consist of the money that would have been used for within-grade and quality step increase, plus that part of comparability funds left after the automatic portion has been subtracted.

Q. How will the merit pay fund be distributed within USDA?

A. The task force recommended that merit pay funds be distributed to agencies based on payroll contribution. The Secretary may, however, decide to distribute some of the money based on organizational accomplishment. Agency heads can divide the fund into smaller pools and appoint pool managers. The task force also proposed that agencies be encouraged to consider organizational performance in redistributing their merit pay funds.

Q. How will merit pay decisions be made?

A. Under the proposed system, decisions will be based on employees' summary performance ratings. One option involves using a factor that takes into account grade level and/or position in the grade to calculate the amount of merit pay awarded.

Q. Can employees appeal a merit pay decision?

A. The decision itself cannot be appealed. An employee can, however, dispute his or her performance appraisal. Employees can also grieve inclusion in or exclusion from the new pay system.

Q. Will agencies have to use whatever performance appraisal system and merit pay plan the Department adopts?

A. No. Agencies may design their own systems if they desire. Agencies that do, however, will need to show how their performance appraisal systems will be used to select employees for promotion, reassignment, and training, and for awarding within-grade increases, quality step increases, and merit pay. Agencies were asked to comment on the proposed plans by January 18. After the feedback is examined, final versions of the two plans—performance appraisal and merit pay—will be prepared and submitted to the Office of Personnel Management for approval. □

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Milton Sloane, Editor
Sharon Edwards, Editorial Assistant

USDA last year set another precedent by honoring for the first time Department employees nominated for the 10 Outstanding Handicapped Federal Employee Awards. The awards are presented annually by the Office of Personnel Management. Proud of the nominees' achievements despite the fact they were not among the 10 winners, USDA saluted the employees at a special ceremony in Washington, D.C. The employees are presented certificates in recognition of their services to their communities, agencies, and the USDA. On hand to present the awards was Dr. Joan S. Wallace (left), assistant secretary for administration. Honored at the ceremony were (left to right from Dr. Wallace): Anna R. Hasinsky, Food Safety and Quality Service, Washington, D.C.; Peter J. Jucius, Animal and Plant Health Inspection Service, Hyattsville, Md.; Paul E. McMahon, also with FSQS, Minneapolis, Minn.; and Carol A. Ashland (in right photo) of the Forest Service in Eugene, Ore. Unable to make the trip to Washington were honorees Barbara Kulongowski, Forest Service, Tempe, Ariz., and A. Roland Bergman, Agricultural Stabilization and Conservation Service, Madison, Wis.

Wanted: GS 13-15's

If you're looking for a challenge and you're a high caliber GS 13-15 manager, you could be just the person the President's Commission on Executive Exchange is seeking.

Created 10 years ago, the Executive Exchange Program offers skilled executives from business and government the opportunity to gain valuable experience during the midpoint of their careers. Designed to promote better understanding between the public and private sectors, the program gives selected individuals the chance to learn firsthand about the procedures, goals, potential, and limitations of the other sector. According to the commission, of the 500-plus participants in the program since 1970, 175 have been federal executives who were placed in responsible private sector jobs throughout the country.

In continuing the program, President Carter said: "The President's Executive Exchange Program enriches both the government and private sectors by giving the most promising executives from each an opportunity to share their ideas and insights. This exchange of work experience is a valuable tool in helping business and government understand the other's problems and needs so we can work together to build a strong and vibrant economy."

The commission noted that the benefits of the program are significant, especially since the establishment of the Senior Executive Service. Participation in the program, the commission said, is one viable way to complete training requirements for consideration as a candidate for the SES.

Besides gaining job experience, the commission added, participants become involved in an extensive education program to further inform them of current and developing policy questions which will affect business and its relationship with government. A weeklong orientation begins the exchange year in Washington, D.C., and another weeklong program is scheduled at the Wharton School of Finance and Commerce.

In order to prepare executives for evaluating international conditions—which influence business and government decisions—a two-week seminar is planned abroad in mid-year of the program.

Customarily a strong supporter of the program, USDA this year is both sponsoring and hosting Presidential exchange executives. **Dr. Sharon Webster**, a USDA economist, is spending a year with the Occidental Petroleum Corporation in Los Angeles, Calif., while two private sector executives are at USDA for the year. The two are **Jack Ennest**, vice president and assistant comptroller at the National Bank of Detroit, and **Robert Rager**, marketing

cont'd on page 4

cont'd from page 3

manager for the plastics division of the General Electric Company.

Ennest is serving the year as special assistant to the administrator of the Farmers Home Administration, and Rager is special assistant to the deputy under secretary for international affairs and commodity programs.

Nominations for the coming exchange year beginning this September are due no later than April 15, 1980. Potential candidates should direct their inquiries to their agency personnel office. To assure the continued high quality of participants, an evaluation will be made of candidates' leadership qualifications, initiative, management ability, and potential for the Senior Executive Service. Prior to final approval, candidates will be screened by their personnel officer and by the Executive Resource Board. □

Grade A Story

Helping consumers choose the exact food quality they want is one of USDA's best-known services. At food-handling establishments all across the country, USDA employees provide around-the-clock grading services for meat, poultry, eggs, dairy products, and fresh, frozen, canned, and dried fruits and vegetables. And they do so at the rate of over 10 billion pounds a year.

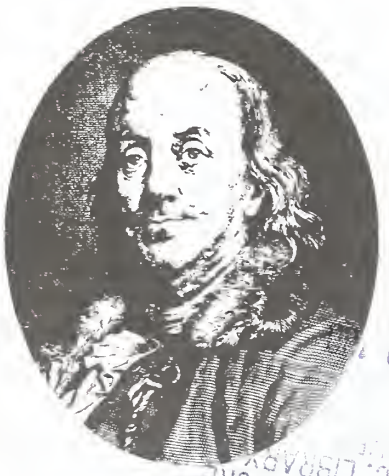
Among the grades handed out by USDA commodity graders are "prime," "choice," and "good" for meats; grades A, B, and C for eggs; and U.S. No. 1 and No. 2 for fresh fruits and vegetables.

But how good is USDA's food grading system, and is it as good as it could be? To find out, USDA's Food Safety and Quality Service is sponsoring a two-part survey. Under terms of the contract, the first phase will focus on interviews with small groups of consumers on what food quality means to them, whether or not consumers are using the food grading system, and how consumers think food grading information should be given to the public. Comments from these discussions will be used to form specific questions for phase two, a nationwide telephone survey. After studying the results, FSQS officials will consider the need for changing the current grading system and, if necessary, seek additional comment.

Under the present system, grades are established according to uniform USDA standards, which define the various levels of food quality. For processed fruits and vegetables, for example, grades are based on color, tenderness, and freedom from blemishes, while the grades for beef are based on tenderness and juiciness. □

"One today is worth two tomorrows; never leave that 'til tomorrow which you can do today."

B. Franklin



Take stock in America.
Buy U.S. Savings Bonds.

It's What You Eat That Counts

Ever since you were a kid, you've probably heard that snacks are bad for you. But are they really?

Yes and no, say USDA nutritionists. Yes, if you gobble up foods that are loaded with sugar, salt, and fat—but low on protein, vitamins, minerals. And no, if you use snacks to supply your body with nutritious foods your regular meals lack. Then snacking is a great idea.

According to the nutritionists, of the USDA Human Nutrition Center, it matters less whether you snack or not—or how often—but what you eat that counts the most. The important thing, they said, is to eat snacks that lead to a balanced diet. These include items from the basic food groups: fruits and vegetables; bread and cereal; milk and cheese; and meat, poultry, fish, and beans. Eating snacks from the basic food groups, particularly if any of the groups was missing during the regular meals, makes good sense, the nutritionists said.

For youngsters, snacking may be quite useful because often children can't consume the amount of food in regular meals that will total their daily nutritional requirements. In those cases, a slice of cheese, a wheat cracker, or a banana eaten as a snack could help supply the added energy to keep the youngsters from pooping out.

Teenagers, too, could benefit from between-meal snacks by getting the extra energy, as well as nutrients, they need for their active growing bodies. Snacking can also benefit the elderly by allowing them to choose their own eating schedules, particularly if they have chewing or digestion problems which interfere with regular eating habits.

The key to snacking, according to nutritionists, is to eat only nutritious foods, or foods with just a few calories. Because whether you're six or 60, supplying your body with more calories than it needs often leads to overweight.

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Employee Newsletter
of the U.S. Department
of Agriculture

'USDA'

Volume 39
Number 5
February 27, 1980

A Chance to Advance

To be successful is the dream of almost every human being. To help make that dream come true, USDA offers a wide range of training programs. Among them are the upward mobility and college-study programs. The newest is the Senior Executive Service Candidate Development Program, developed especially by USDA.

Announced last November, the program gives supervisors and managers at the GS-15 level the opportunity to gain entrance into the Senior Executive Service (SES). Created under the Civil Service Reform Act, the SES was established to improve management and productivity within the federal sector.

Membership in the SES is equivalent to managers in grade GS-16 through Executive Level IV under the previous executive assignment system.

The new program now allows GS-15 managers and supervisors to improve their qualifications for the SES by completing 18 months of executive training. According to the Office of Personnel (OP) the new program is designed to increase the skills and knowledge of individuals seeking acceptance into the SES, to orient trainees in the organization and operation of USDA, and to broaden candidates' understanding of Department missions and issues. In addition, OP said, the program prepares candidates to meet the executive qualification requirements.

OP noted that only 30 managers will be chosen to participate in the program, although 271 have applied. Several other participants, it added, will be chosen from outside of the federal civil service.

Each of the candidates will be evaluated for the program on the basis of nine mandatory standards. They are oral communication skill, written communication skill, leadership, interpersonal insight, planning and organization, problem analysis, stress tolerance, adaptability, and decisionmaking.

Based on their needs, those chosen for the program will undergo intense management and executive training. The training will be matched to both organizational and individual needs, and include formal courses, and university programs or seminars. Individual activities will also include developmental work assignments. The experiences are designed to help prepare participants for the nature and scope of positions which they are likely to assume.

As part of their training, the candidates will be required to develop a program project, and to participate in a three-week executive development seminar. They will also be required to successfully complete a one-week residential program. While in training, OP noted, the candidates will continue to perform their regularly assigned duties.

Dolph Corradino, an employee development specialist with the Office of Personnel, said that "at the end of the program the candidates should be well-prepared to join the Senior Executive Service."

A traveling exhibit, on loan from the University of Kansas and the E. V. McCollum Commemorative Committee, is being displayed at the National Agricultural Library by the Science and Education Administration. Sponsored by SEA, the exhibit features the life and achievements of Dr. McCollum (1879-1967), who grew up on a Kansas farm and went on to become a pioneer in modern nutrition. In 1913, Dr. McCollum detected the important role of vitamin A, and in 1922 discovered vitamin D. The exhibit on Dr. McCollum will be on display until March 28.

A Rare Honor

Rarely does an incentives award reach $35,000. But then RARE is the project that merits such an award.

In December, 42 employees of the Forest Service divided just that award, the largest in the history of the federal incentives program. The recipients earned their recognition by coordinating work on the Forest Service's second Roadless Area Review and Evaluation program, known as RARE II.

At a ceremony honoring the employees, Secretary Bergland said, "RARE II undoubtedly was one of the most important and difficult assignments ever completed by the Forest Service." The purpose of the project, begun in 1977, was to identify 62 million acres of roadless and undeveloped National Forest System lands and to recommend their classification into three categories: wilderness, nonwilderness, and lands to be left undeveloped for further planning.

Coordinating and directing the project was an awesome undertaking. Foresters, clerks, computer data and public information specialists, just to mention a few, from all parts of the country united in gathering, analyzing, and coding a mountain of information on the location, size, and resources of the 62 million acres to be classified. Besides, the comments of over 300,000 citizens had to be considered after development of a draft environmental impact statement. The presence of water, fish and wildlife, including endangered species, minerals, timber, forage for livestock, and outdoor recreation opportunities, along with their exact locations—were all catalogued and analyzed before final recommendations were made.

The final recommendations adopted by President Carter for Congressional designation allocated 15.4 million acres to wilderness and 36 million acres for multiple uses other than wilderness. Another 10.5 million acres were allocated to be left undeveloped until plans can be made for their best possible use.

Secretary Bergland said "the results of this study will have a profound impact on the lives of Americans for generations to come. . . ." The size, complexity, and time constraints of the study all contributed to the unusual difficulty of the task, he said.

"The success of the RARE II study was made possible," said the Secretary, "because of the contributions of many Forest Service employees who went far beyond their normal job requirements."

The names and locations of the award winners are:

Alaska

Robert M. Muth, Juneau

Arizona

Michael A. Kerrick, Flagstaff

California

Mark D. Clark, Mammoth Lakes
Jon D. Kennedy, San Francisco
Joyce T. Muraoka, San Francisco
Donald K. Porter, Newport Beach
Zane G. Smith, Jr., San Francisco

Colorado

Charles J. Palmer, Lakewood
Paul G. Weingart, Lakewood

cont'd on page 3

Words for the Wise. . . (Part II)

Below are 15 more words related to food and farming. To test your "Ag I.Q.," match the words in the left column with the appropriate meanings in the right column. Answers are given on page 4.

1. crop yield	a. Plants available to livestock or game animals for grazing or are harvested for feeding.
2. forage	b. A female cow that has not had a calf.
3. browse	c. A female hog that has not had a litter.
4. heifer	d. The amount of harvest per acre for a certain crop.
5. beef	e. Shrub plants which are food for wild or domestic animals.
6. steer	f. Fat, taken from cattle and sheep, which is used to make candles and soap.
7. veal	g. The growing of two crops in one year on the same field.
8. cultivation	h. Meat from cattle, usually older than nine months of age.
9. ewe	i. A castrated male bovine animal.
10. gilt	j. Meat from very young cattle, usually less than three months of age.
11. double cropping	k. The breaking up of the ground surface between young plants with tools to uproot weeds and enable the ground to better absorb rain water.
12. runoff	l. A seedling which has been moved one or more times.
13. granary	m. Water from rain or melted snow that flows over the surface of the land and ultimately reaches streams.
14. transplant	n. A place to store grain or food.
15. tallow	o. An adult female sheep.

District of Columbia

Gregory S. Alward
Rene S. Bunster
George Castillo
Terry S. Colbert
William A. Hamilton
Robert M. Lake
Tao K. Ming
Charles J. Newlon
Thomas A. Roederer
Clark Row
Randall C. Sheffield
Mikel J. Shilling
Paul W. Simmons
Ralph B. Solether, Jr.
Romaine E. Thompson
Walter L. Stewart
Paul S. Teese
Jared D. Wolfe

Idaho

George D. Davis, Coeur d'Alene
Val R. Gibbs, Challis
Charles W. Mosier, Orofino

Montana

Robert W. Williams, Dillon

North Carolina

John C. Hendee, Asheville

Oregon

Shirley A. Moore, Portland

Utah

Sue M. Green, Ogden
Richard K. Griswold, Ogden
Michael Hargreaves, Salt Lake City
Stephen C. Harper, Salt Lake City
Terry D. Hopson, Richfield
Juanita Llewelyn, Salt Lake City
Robert H. Mahoney, Salt Lake City

Virginia

Genevieve C. Ryan, Springfield

Washington

Harry E. Richter, Wenatchee

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USDA Vol. 39, No. 5, February 27, 1980
Milton Sloane, Editor
Sharon Edwards, Editorial Assistant

USDA Joins War on Drugs

The war on drugs is now being fought at the source.

USDA has awarded Thailand over a half million dollars to help find suitable crops to replace opium poppies. The $580,000 from the Science and Education Administration (SEA) also will fund Extension specialists to work with village farmers in producing new crops in the Thung Luang Highland watershed.

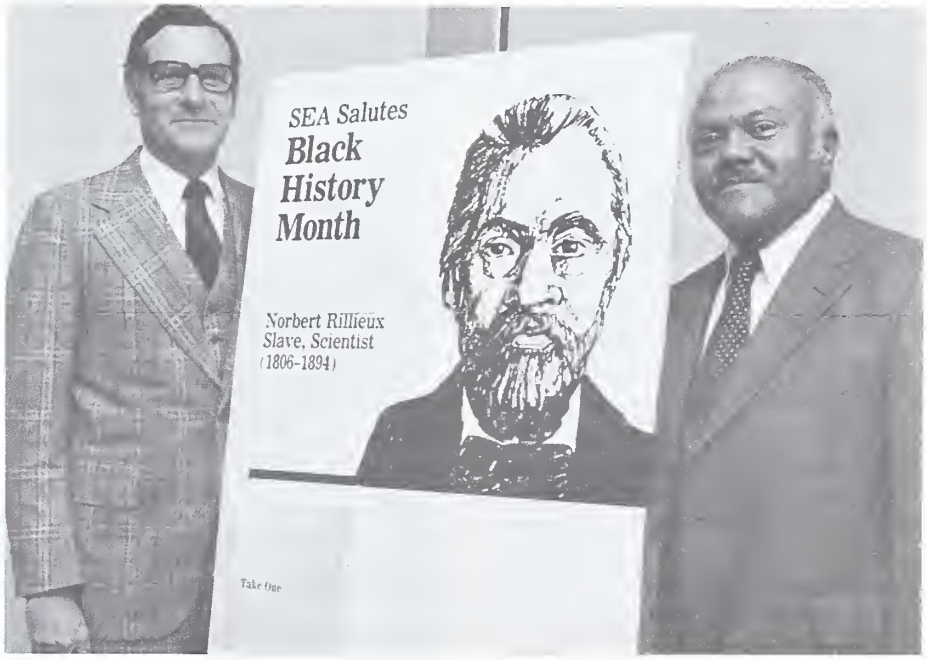
Thai scientists will study weed and insect control for the substitute crops and their harvest. The funds are spread over four years. Opium, a drug in itself, is also used in making heroin.

Anson R. Bertrand, director of SEA, said that "an equally important objective of the funds is to help the poor farmers of a friendly nation provide the food and fiber they need to lift themselves above the subsistence level. Our war on drugs coming into our country is not a war on the farmers of another land, but on the end product of the crop they have grown to sell so they and their families can survive."

Bertrand noted that the bulk of the money will go toward carrying out research projects in Bangkok. These include:

- a study of small fruit production as a substitute crop;
- a study of weed control measures to improve production of opium substitute crops;
- tests to control the Oriental fruit fly, a pest on deciduous fruit trees to be grown as replacements for opium poppies;
- a study of silkworm cultivation as a substitute for the poppies; and
- a study to replace opium poppies with chrysanthemum tea plants.

Stateside, meanwhile, the Indiana University Foundation in Bloomington—with an $85,000 grant from USDA—will study the physical properties of a source of hashish and marijuana. □



In celebration of Black History Month, the Science and Education Administration in February paid tribute to eminent 19th century scientist Norbert Rillieux. In the mid-1800's, Rillieux revolutionized the sugar manufacturing industry by inventing a process which led to a superior grade of sugar first introduced in the United States. Rillieux's process was widely adopted and is still used today in making condensed milk, soap, and other products. Above, a display honoring Rillieux is placed in position by SEA director Anson R. Bertrand (left) and Oddie L. Stevens, of SEA's equal opportunity staff.

A New Way To Save

Want more for less? Then try Series EE "Energy" Savings Bonds. Replacements for the old Series E Bonds, the new bonds bear an interest rate of 6.5 percent—as did the former bonds—but net an additional one-half percent when held to full maturity of 11 years.

Why so much longer than the five-year maturity period of the old Series E Bonds? Well, instead of paying 75 percent of a bond's face value, purchasers of the new "Energy" bonds pay only 50 percent. Thus, a $100 bond that formerly cost $75 now cost only $50.

Other significant differences between the new bonds and the former Series E Bonds are that the "Energy" bonds come in a minimum denomination of $50, the $25 bond is discontinued, and the new bonds must be held for a minimum period of six months after issue before redeeming. Series E Bonds could be redeemed two months after issue.

In the interest of employees, the Office of Personnel notes that beginning March 9, payroll allotments currently on file for puchasing the former Series E Savings Bonds will be applied toward the purchase of the new "Energy" bonds. Therefore, no action is required by employees. Bond denominations will also be adjusted automatically to conform to the purchase of Series EE Bonds.

For instance, employees currently purchasing $50 Series E Bonds with an allotment of $3.75 for 10 payperiods will now receive $75 Series EE Bonds—for the same allotment over the same period of time. Employees who were purchasing $25 Series E Bonds—a denomination no longer available—with an allotment of $3.75 for five payperiods will now receive $50 Series EE Bonds every seven payperiods. To make up the difference, because of the uneven allotment, purchasers will receive every fourth bond after only six payperiods.

So what do you do with the Series E Bonds? Hold on to them. They need not be redeemed, and cannot be exchanged for the new "Energy" bonds. Series E Bonds that have not matured and U.S. Savings Notes ("Freedom Shares") will also receive the one-half percent bonus if held for 11 years from the date of the first semiannual interest period that begins on or after January 1, 1980.

The conversion to the new bonds is automatic. Employees who wish to make adjustments on their present allotment should obtain an authorization card (SF-1192) from their agency personnel office. □

This new Series EE "Energy" Savings Bond is what employees will begin saving for through payroll allotments beginning March 1, 1980. The switch to the Series EE Bonds is designed to focus attention on national goals to reduce energy consumption and to increase domestic energy supplies.

In recognition of their long-term service to enhancing civil rights efforts, six employees of the Forest Service were honored at a conference in New Orleans, La. Joining in the salute were Ed Vela (far left), from the Office of Personnel Management, and Forest Service civil rights committee chairperson Beverly Holmes (front center). The six award winners are from second left: Donald Morton, deputy regional forester, Portland, Ore.; Amon Colley, civil engineer; David Dahl, fire management specialist; and Christine Pytel, hispanic employment program manager, all from Washington, D.C.; Robert Hann, director, north central station, St. Paul, Minn.; and William McCrum, deputy regional forester, Denver, Colo.

Answers to "Ag I.Q."

1. d.	6. i.	11. g.
2. a.	7. j.	12. m.
3. e.	8. k.	13. n.
4. b.	9. o.	14. l.
5. h.	10. c.	15. f.

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Employee Newsletter
of the U.S. Department
of Agriculture

'USDA'

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March 12, 1980

Focusing on Farm Women

Webster's New Collegiate dictionary defines "farmer" as a person who cultivates land or crops or raises livestock. Random House's Unabridged defines farmer much the same.

In neither case is the word associated solely with men.

Secretary Bergland raises the question: Is USDA as equal in its treatment of farmers—in the literal sense of the word—as the dictionaries are? Consequently, he has announced a nationwide survey and a two-year study to determine if USDA is recognizing farm women on an equal basis with farm men in regard to Department programs, services, jobs, and decisionmaking opportunities.

The Secretary said the study will "provide a record of farm women's experiences with USDA and their perceptions of the Department. It will also provide us with a knowledge of women's roles in making farm management decisions, which will help the Department better serve farm women who can and do use USDA programs."

The survey, he added, will be conducted under joint agreement by the National Opinion Research Center of Chicago, which will randomly phone over 4,000 rural homes this summer.

Results will be included in a report compiled by the Farm Women's Project. Established by the Secretary and located in the Main Agriculture complex, the project will report on the legal rights of farm women in relation to USDA programs and services.

Among other things, the study will identify funds for which farm women are eligible, the current rate of participation by women in USDA farm programs, USDA jobs for which farm women qualify, as well as the present rate of participation by farm women in such positions. It will also identify the extent of farm women's involvement in policy and management decisions of USDA agencies.

Director of the Farm Women's Project Carol Forbes believes that assuring equitable treatment of women in relation to USDA farm policies and programs could require some legislative changes. The two-year study established in USDA last year will ultimately present the first known profile of farm women in relation to USDA.

Carol Forbes, Director of the Farm Women's Project, said her office is working with agencies that administer 10 major programs directly affecting farmers to present the first known profile of farm women in relation to USDA. Among the agencies are the Agricultural Stabilization and Conservation Service, Farmers Home Administration, Soil Conservation Service, and the Science and Education Administration.

An attorney and farm owner herself, Forbes is also soliciting comments and opinions through rural

cont'd on page 2

cont'd from page 1

newspapers and farm publications from farm women on their relation to USDA. "Most of the responses we've received so far," she said, "support the Farm Women's Project, and many reflect daily frustrations women face in regard to USDA programs and policies. It is important these clients of USDA be recognized as economic contributors to the farm."

An analysis of the responses, Forbes added, "will identify either the tip of an iceberg of discrimination and USDA neglect, or reveal that present allegations are isolated incidents."

Ultimately, Forbes noted, the project will produce the first farm women's profile by USDA on the involvement, characteristics, and number of farm women. In addition, the Census Bureau has agreed to provide the project with information from the 1978 Census of Agriculture.

"The availability of accurate data," Forbes emphasized, "will enable the Secretary of Agriculture to target USDA resources at weak areas, change regulations, and influence future policy in service and program areas. On the other hand, if the survey shows no problem, the data will assure the Secretary that USDA is in compliance with the intent of nondiscrimination laws."

Of particular interest to the project, Forbes pointed out, is the fact that women comprise 40 percent of the students currently enrolled in agricultural colleges. With the growing number of women entering the agricultural mainstream, she said, "It can't be too early to identify and resolve policies that discriminate against farm women and which could consequently invite litigation." □

Lee Schatz, agricultural attache to Iran, was welcomed home last month by USDA—three months after the takeover of the American Embassy by Iranian militants last November. Schatz, who was not on the embassy compound at the time of the takeover, was offered refuge by Canadian authorities who subsequently aided Schatz and five other Americans to return safely to the United States. Secretary Bergland greets Schatz (right in above photo) at a welcoming reception where Schatz was presented a certificate of appreciation. Behind the Secretary are deputy secretary Jim Williams (left) and Thomas Hughes, administrator of USDA's Foreign Agricultural Service.

• PEOPLE • PEOPLE •

In a recent announcement, USDA researcher **Marion E. Meadows** was named one of 10 winners of the 1978 Presidential Management Improvement Award. The winners were chosen for their significant contributions in helping save the government over $50 million. They were picked from a field of 2,900 candidates.

A veterinarian in Mission, Tex., with the Animal and Plant Health Inspection Service, Meadows was cited for successfully conducting a program largely responsible for eradicating screwworm infestations in the United States. The screwworm is an insect similar to a fly that bores into the skin of cattle fatally infecting the animals.

One of ten winners of the 1978 Presidential Management Improvement Award, Marion E. Meadows is a veterinarian in Mission, Tex., with the Animal and Plant Health Inspection Service.

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Milton Sloane, Editor
Sharon Edwards, Editorial Assistant

Guide to the Great American Diet

For years there has been conflicting advice about a proper and healthful diet. Now for the first time, the two federal departments most concerned with food and health—USDA and Health, Education and Welfare (HEW)—are providing the public with a definite set of guidelines that could improve American eating habits and maintain health.

Representing a nutritional consensus by scientists in the government's food and health agencies, the recommendations are outlined in a jointly-produced booklet "Nutrition and Your Health: Dietary Guidelines for Americans."

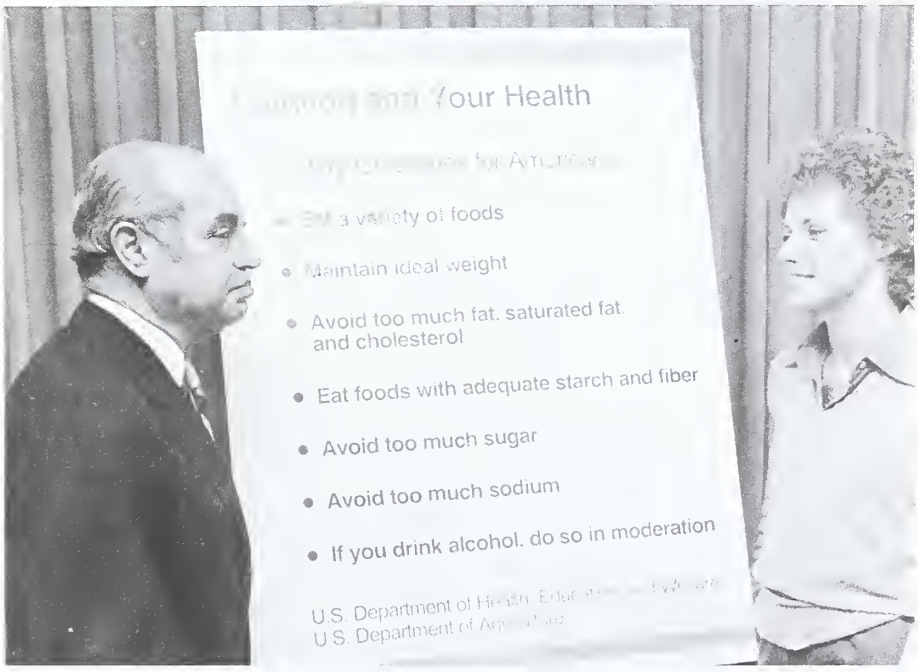
Briefly, the seven guidelines are:

- Eat a variety of foods
- Maintain ideal weight
- Avoid too much fat, saturated fat, and cholesterol
- Eat foods with adequate starch and fiber
- Avoid too much sugar
- Avoid too much sodium
- If you drink alcohol, do so in moderation.

To support the recommendations contained in the booklet, HEW's Surgeon General **Julius B. Richmond** said: "The problems of heart and blood vessel diseases, tooth decay, and obesity can be traced to our diets. And recent evidence indicates that even some cancers may be related to diet. Improved nutrition will not eliminate these diseases; however, the nutrition information in the guidelines which are based on the best scientific judgment we are able to get now may prevent further public disregard of the importance of a good diet as a first line of defense against disease."

While emphasizing the importance of the guidelines, **Secretary Bergland** cautioned that USDA and HEW are "not telling people that there is one ideal diet or a nutritional insurance policy that will keep them healthy. These are general recommendations, and within them individuals make their own choices from a variety of foods."

Copies of the booklet will be distributed to land grant universities and to State departments of health across the country. Employees may obtain a copy of "Nutrition and Your Health" by writing to the Publications Division, Office of Governmental and Public Affairs, USDA, Washington, D.C. 20250.



Seven dietary guidelines contained in the new booklet "Nutrition and Your Health: Dietary Guidelines for Americans," produced by the Departments of Agriculture and Health, Education and Welfare, are displayed between Surgeon General Julius B. Richmond (left), U.S. Public Health Service, and Carol Foreman, USDA's assistant secretary for food and consumer services.

* * * * * * * * * * *

PASSION PUNCH

USDA researchers in Weslaco, Tex., have developed a new product that may appeal to consumers with a passion for the distinctive.

It's a fruit juice beverage made from unmarketable but wholesome carrots, that is said to be both delicious and nutritious. Made from four ingredients—carrot juice, passion fruit juice, sugar, and water—the product is called a carrot-passion fruit juice beverage.

To develop the product, researchers prepared several different test beverages with each containing various amounts of the four ingredients. As a control, the researchers used canned plain carrot juice.

During experiments the ingredients in the test beverages were heated and processed, and analyzed for composition and flavor.

Tests revealed that beverages containing 60 percent carrot juice, 15 percent passion fruit juice, 7 percent sugar, and 18 percent water scored 6.4 on a nine-point scale, compared to plain carrot juice which a taste panel gave a score of three.

Collaborating on the research of the new product were **Guadalupe Saldana, Thomas S. Stephens, Robert Meyer,** and **Bruce J. Lime** of USDA's Science and Education Administration.

Table for One

"You are what you eat" says a lot more about consumers than most people think. What people eat not only can reflect their state of health, but reveal much about their age, sex, income, and even marital status.

For instance, single people 35 years and younger spend nearly three times as much on soft drinks as do singles 65 and over, and elderly men buy the fewest snack foods.

The statements are based on a study by two USDA economists, **Jitendar S. Mann** and **Benjamin H. Sexauer**, concerning the food-buying patterns of single-person households.

According to their study:

—young single people buy only a third as much coffee as the middle-aged and elderly. Middle-aged and elderly women are the top coffee buyers.

—older men buy the least beef. The young buy the least pork, poultry, fruits, and vegetables.

—women spend more than men on sugars, sweets, fats and oils, probably because they cook and bake more.

—men buy the most frozen dinners and snack foods.

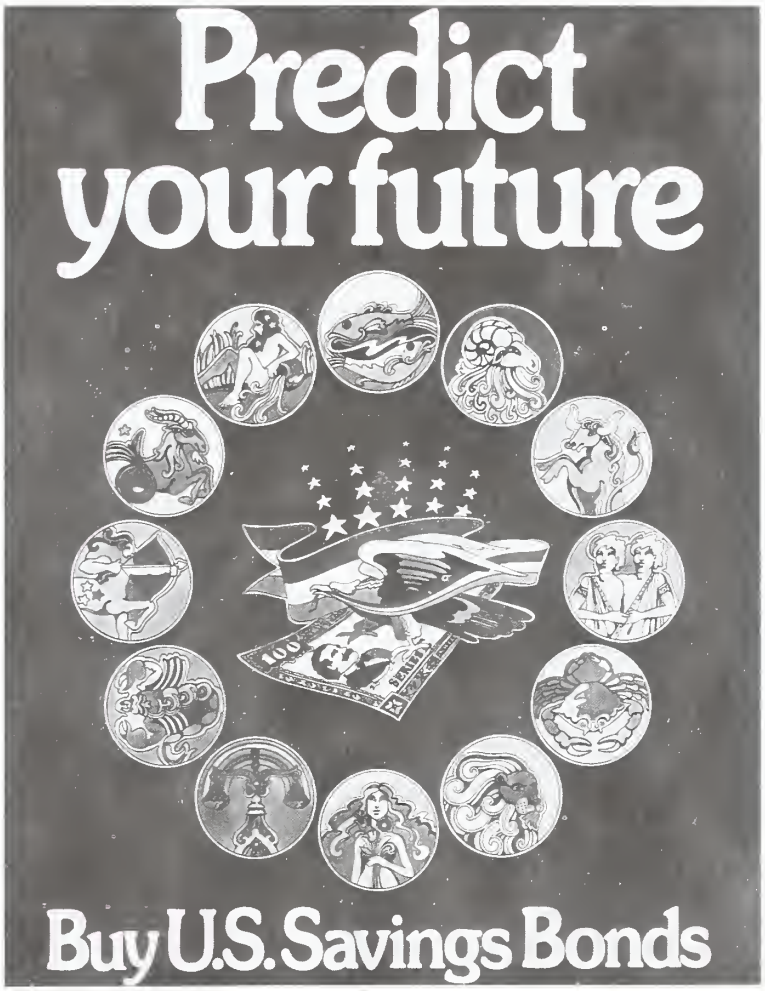
—lower income young men buy the most prepared foods, spending nearly 7.9 percent of their food dollar on these items.

—young upper income men spend more than half of their food dollars dining out, while elderly lower income women spend only about 10 percent eating out.

—all types of singles apparently spend about the same amount on seafoods.

Mann and Sexauer said they believe the study will help the food industry tailor its production and distribution to best serve people now and in the future. They noted that the number of people who live alone is twice what it was 25 years ago and is still growing. Singles, they said, now comprise more than 20 percent of all U.S. households. □

A rare set of books on an ancient Japanese art form was recently donated as a memorial to the National Agricultural Library. The 53-volume collection, printed starting almost 300 years ago, deals with the Japanese art of flower arrangements known as Ikebana. The collection was donated to the NAL by the Washington, D.C., chapter of Ikebana International in memory of the chapter's founder Ellen Gordon Allen. At a ceremony acknowledging the donation were chapter president Barbara Buchanan (second from left) and Helen Godbey, chairperson of the chapter's memorial committee. In attendance for USDA to accept the collection were Dr. John L. Creech (left), director of the National Arboretum, and Dr. Richard Farley (right), deputy director of the Technical Information Systems. Ultimately, the priceless collection will be housed at the National Arboretum.



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Employee Newsletter
of the U.S. Department
of Agriculture

'USDA'

Volume 39
Number 7
March 26, 1980

1979 Yearbook Is Good Reading for Kids

The 1979 Yearbook of Agriculture is kid stuff.

Entitled "What's to Eat? And Other Questions Kids Ask About Food," it is written and designed especially for youngsters 9 to 12. Produced as one of USDA's commitments to the International Year of the Child, it is the first agriculture yearbook dedicated to children.

It is a lively and authoritative story of food—from prehistoric man's struggle for it to the problems of tomorrow's supply. Colorful illustrations, jokes, quizzes, craft ideas, and recipes enliven and support the story.

"The story of food is a fascinating one," said Secretary Bergland. "This book tells the story of those who produce our food and of how our health, well-being and pleasure are affected by food. There is no better audience for that story than our young people."

"What's to Eat?" is intended to educate, to entertain, and to inform. It's filled with food facts that adults will find interesting as well as children. For instance, the yearbook takes a look at:

—the history of food and eating, including some peculiar table etiquitte of early days;

—supermarkets and other places to buy food, with some smart shopping tips along the way;

—the latest work in nutrition;

—the kinds of food grown and eaten in other countries;

—the kinds of food we may be eating 50 years from now.

The 144-page yearbook is the first to be issued in paperback to reduce the cost and to ensure wider distribution. Copies are on sale for $4.50 each from the Superintendent of Documents, U.S. Government Printing Office, Dept. 39-G, Washington, D.C. 20402. Members of Congress have limited copies for free distribution to constituents. USDA has no copies for distribution or sale. □

Reviewing the 1979 Yearbook of Agriculture produced especially for children are 6th-graders Stacy Lamare and Alexander Tasi, from Baltimore, Md. They were invited to Washington to review the yearbook and attend its unveiling. They liked it!

Again this year, **USDA** presents an updated version of the Department's organization chart. Since last year, USDA has undergone a few major changes.

Secretary Bergland has established two new offices and appointed a director of science and education who oversees the Science and Education Administration. In addition, USDA has upgraded to assistant secretary the director of governmental and public affairs. A title change occurred for the assistant secretary for conservation, research and education—now assistant secretary for natural resources and environment.

The two new offices are the Office of Environmental Quality and the Office of Small and Disadvantaged Business Utilization. Through reorganization, USDA has also merged the Office of General Sales Manager with the Foreign Agricultural Service.

Inside is the updated organization chart.

United States Department of Agriculture

SECRE
BOB BE
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JIM WIL

ASSISTANT SECRETARY
AOMINISTRATION
Joan S. Wallace

OFFICE OF SMALL AND DISADVANTAGED BUSINESS UTILIZATION
Preston A. Davis

OFFICE OF EQUAL OPPORTUNITY
James Frazier

BOARO OF CONTRACT APPEALS
Paul H. Rapp

OFFICE OF OPERATIONS AND FINANCE
Dean K. Crowther

MANAGEMENT STAFF
C. R. Hanna

OFFICE OF PERSDNNEL
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OFFICE OF ADMINISTRATIVE LAW JUDGES
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GOVERNMENTAL AND PUBLIC AFFAIRS
James C. Webster

OFFICE OF GOVERNMENTAL AND PUBLIC AFFAIRS

DIRECTOR
ECONOMICS, POLICY ANALYSIS ANO BUOGET
Howard W. Hjort

ECONOMICS, STATISTICS, ANO COOPERATIVES SERVICE
Kenneth R. Farrell

OFFICE OF BUDGET PLANNING ANO EVALUATION
Stephen B. Dewhurst

WORLD FOOO AND AGRICULTURE OUTLOOK AND SITUATION BOARD
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Carol Tucker Foreman

FOOD AND NUTRITION SERVICE
Bob Greenstein

FOOO SAFETY ANO QUALITY SERVICE
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MARKETING AND TRANSPORTATION SERVICES
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AGRICULTURAL MARKETING SERVICE
Barbara L. Schlei

ANIMAL AND PLANT HEALTH INSPECTION SERVICE
F. J. Mulhern

FEDERAL GRAIN INSPECTION SERVICE
Leland E. Bartelt

OFFICE OF TRANSPORTATION
Ronald F. Schrader

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Ray Fitz

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Dale E. Ha

FEOERAL CROP
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James D

FOREIGN AGR
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Thomas R.

OFFICE OF INT
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DEVELOP
Quentin M

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LIAMS

OFFICE OF THE GENERAL COUNSEL
Daniel Marcus

JUDICIAL OFFICER
D. A. Campbell

OFFICE OF THE INSPECTOR GENERAL
Thomas F. McBride

OFFICE OF ENERGY
Weldon Barton

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ASSISTANT SECRETARY RURAL DEVELOPMENT
Alex P. Mercure

FARMERS HOME ADMINISTRATION
Gordon Cavanaugh

RURAL ELECTRIFICATION ADMINISTATION
Robert W. Feragen

RURAL TELEPHONE BANK
Robert W. Feragen

ASSISTANT SECRETARY NATURAL RESOURCES AND ENVIRONMENT
M. Rupert Cutler

FOREST SERVICE
R. Max Peterson

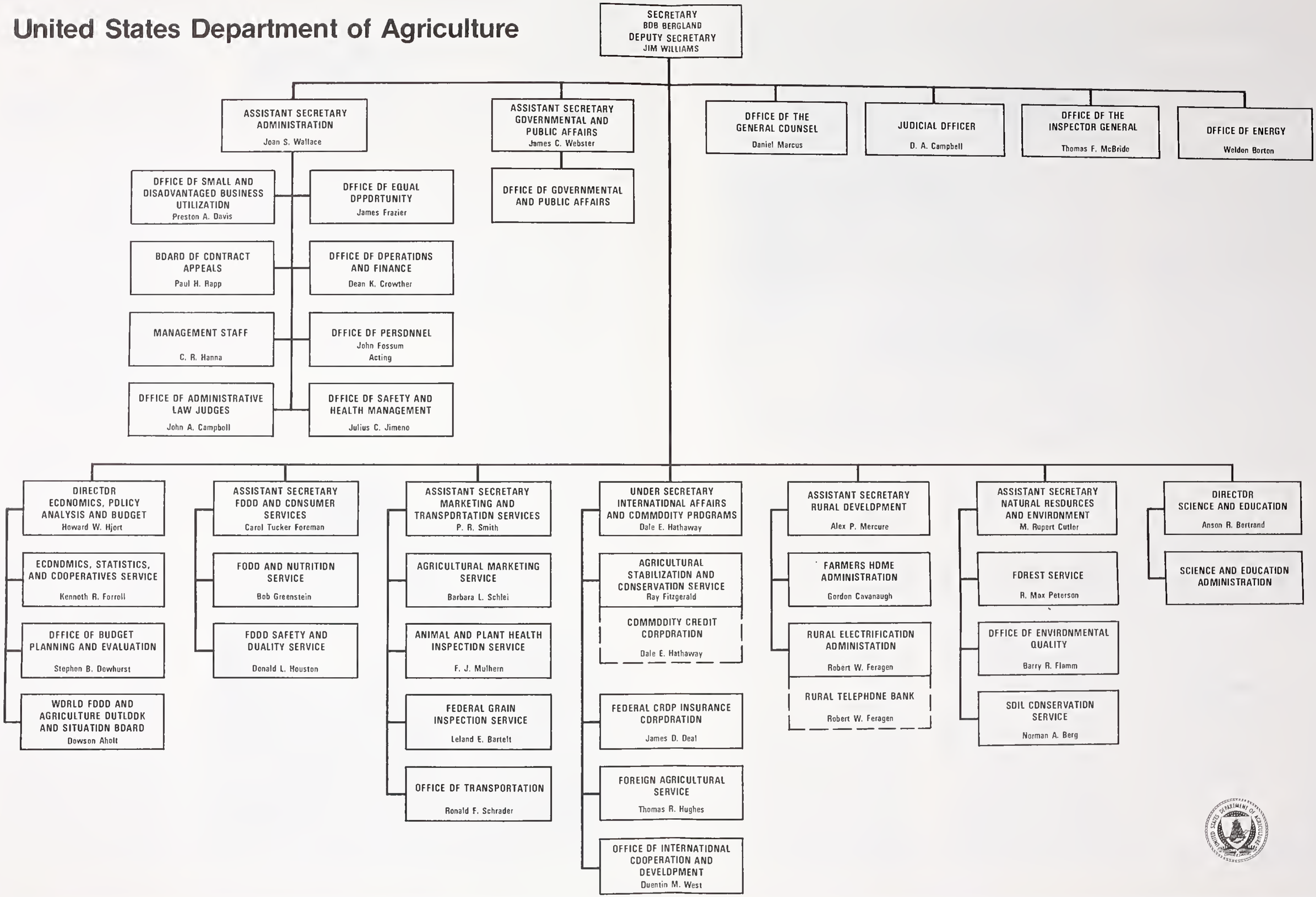
OFFICE OF ENVIRONMENTAL QUALITY
Barry R. Flamm

SOIL CONSERVATION SERVICE
Norman A. Berg

DIRECTOR SCIENCE AND EDUCATION
Anson R. Bertrand

SCIENCE AND EDUCATION ADMINISTRATION

United States Department of Agriculture



Getting Good Experience

Jane Giles believes you're never too old to learn—but the sooner you do, the better.

Still learning herself, Giles— an administrative officer trainee in Fargo, N. Dak.— has initiated a learning experience for junior high school students. She inaugurated a program last summer to help young females learn about careers in agricultural science, a field traditionally dominated by males.

With help from local officials, Giles established a program whereby a small group of students could work several days with scientists at the Metabolism and Radiation Research Laboratory, where Giles herself is employed. Working one-on-one with the scientists, the students were given the opportunity to meet competent, professional men and women, and become acquainted with agricultural research. The research focused on animal surgery, insect rearing, tissue cultures, and other methods for determining how pesticides and agricultural chemicals affect plants, animals, and insects.

To kick off the program, Giles invited 12 eighth-grade girls to participate in a pilot study. The girls were selected at random from a larger group of students who had demonstrated potential scientific talent, and who had been recommended by their teachers and counselors.

In setting up the program, Giles received assistance from Fargo public school officials and from

One of 12 young girls chosen to participate in a pilot program, junior high school student Mary Foster watches closely as Kenneth Davison performs surgery on a chicken. An animal physiologist, Dr. Davison was among a group of USDA employees serving as mentors in the program, which was designed to acquaint students, especially females, with careers in agricultural science. The program was conducted at a USDA laboratory in Fargo, N. Dak.

Virginia Gassner of nearby Moorhead State University, who helped select the students. Assistance was also provided by laboratory reseachers who volunteered to serve as mentors.

Employed by the Science and Education Administration, the researchers each donated a day and a half to demonstrate to the students, and involve them in, ongoing research projects. Each researcher worked with two students, and each student received experience in different branches of scientific research. The students worked one-on-one with the researchers, gaining valuable experience in such areas as statistics and computers, organic synthesis, insect dissection, gas chromatography, and high pressure liquid chromatography.

At the end of the program, the students received certificates and exchanged views about their new learning experience. All said the program was rewarding, and the scientists looked forward to participating in future programs. Giles noted that a similar program has since been conducted for boys, and that plans are underway to expand the program regionally.

Dr. Kenneth Davison, an animal physiologist who served as one of the mentors, said that "the students were very pleasant and intelligent enough to understand what we were doing. What was very important, though, was that we got feedback from them. They didn't simply nod their heads, and accept what we said—they asked questions."

Besides Dr. Davison, other SEA employees who served as role models, or as alternates for the program, were **Joan Dusky, Charlotte Fatland, Patricia Filipi, Charles Graham, Leslie Hammack, Colleen Karpenko, CaroleJean Lamoureux, Gerald Larsen, Gene Mansager, Ian McDonald, Guy Paulson, George Pomonis, Connie Price, Sheila Sears, Richard Shimabukuro,** and **Barbara Thorson.**

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Milton Sloane, Editor
Sharon Edwards, Editorial Assistant

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Employee Newsletter
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'USDA'

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USDA's Outreached Hand: Our People in the Counties

Part I. Helping Consumers

One of the glamorous aspects of Jackie Wirth's extension work is her frequent appearances on a local Philadelphia television station. At right above, Wirth discusses a show featuring home canning equipment with Gary Geers, host of a popular morning show. Below, Wirth addresses a group on nutritional needs of senior citizens. Although she appears before groups prepared to discuss a particular topic, Wirth remains open to discuss any topics and begins each meeting with "What's on your mind?"

"I'm glad to see something good is coming out of our tax money."

"I knew you'd have the answer!"

Those are some of the comments **Jackie Wirth** hears from the people she works for. Such comments, she says, are the rewards of her job.

Wirth is out there where the consumer problems are. She's part of the Cooperative Extension Service system—representing USDA, her State land-grant university (Penn State), and the City of Philadelphia. Funds from all three sources support her efforts. Nationally, there are over 3,000 home economists like Jackie Wirth working in nearly every county in the country. As Extension home economist in Philadelphia, Wirth's job is to reach as many of the city's nearly 2 million population with a food and nutrition consumer education program. Money management is another of her top priority consumer education topics. Wirth's talks focus specifically on supplementary vitamins, feeding preschoolers, snacks, salt, sugar, and additives, plus other consumer-interest topics: housing, home furnishings, energy, clothing, parenting, and so on.

It's a challenge, says Wirth, who adds that the best description for her particular approach is "whirlwind!"

In any given week Wirth may schedule as many as nine meetings, sometimes three in a day, with retirees and parents, libraries, local college alumnae associations, and other groups. Some meetings are scheduled on holidays and

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weekends. Wirth says this kind of direct, face-to-face contact helps her keep in touch with people's needs. She wants feedback, so Wirth encourages audiences to participate in meetings, to air their views, and ask questions. "I want to know what's on their minds," says Wirth, "so when I write a story or do a radio or TV show, I can be on target."

To reach the largest audience, Wirth focuses on mass media. Each week she sends news releases to 40 newspapers and to radio and television stations. Wirth is frequently seen on television and regularly does radio call-in shows. Through her appearances on a popular, local daily television show called "Farm, Home and Garden," Wirth reaches an estimated 250,000 viewers—53 percent of the available viewing audience at a morning hour. Host of the show for nearly 27 years, **Gary Geers**, says that Wirth "is one of the best home economists on the air. She comes prepared."

Teaming with Wirth are several other members of the Philadelphia Extension staff who help provide information in a variety of ways:

Judy Olive coordinates the Expanded Food and Nutrition Education Program in which nutrition aides teach low-income homemakers how to improve their families' diets. Olive also does a regular "Menu of the Month" feature which appears in a local paper.

Libby Goldstein manages the urban gardening phase of the Extension program in which between 8,000-10,000 city families are taught to grow and preserve their own food. Goldstein writes a weekly gardening column and yearly guide supplements for a local newspaper, and operates a garden hotline that handles approximately 2,500 calls a year.

Exhibiting their teamwork, Judy Olive trains Goldstein's six garden assistants in nutrition, and Wirth provides food preservation training. Goldstein says that "nutrition is a definite part of what we do."

Wirth says that the support she gets from the State office is very good and that people such as food specialist **Louise Hamilton**, food scientist **Jerry Kuhn**, and food economist **Harold Neigh** are valuable resources. As an example of the staff's resourcefulness, newspaper reporter **Denice Katchin** said she couldn't do her weekly food price report if Neigh's "Food News" release wasn't on her desk every Monday morning. Wirth explained that to inform the public, her office frequently has to transfer calls to other local offices. Through the years, she said, her office has learned what other offices have to offer and constantly tries to be of assistance. Notes Wirth proudly: "We've trained our office staff to help people."

Part II. Helping Small Farmers

One family in a special North Dakota small farmer project needed some shelterbelt planning but didn't know help was available. The Soil Conservation Service (SCS) stepped in.

Several families needed help with estate planning. The Cooperative Extension Service (CES) provided the answers.

Another family thought it could start making gasohol if it had a little help. The Farmers Home Administration (FmHA) is working with them. Still another needed water and sewer service. FmHA found it for them.

"We've had a lot of little successes," reports **Ray Scheetz**, assistant district director of FmHA in Bismarck, who heads North Dakota's 15-county small farm project. "And we're learning a heck of a lot. We're aiming to improve the ability of these farmers to remain an integral part of American agriculture. At the same time we are learning whether government agencies are reaching small farmers effectively. We're listening. . .and helping."

This extraordinary contact between government and small farmer is carried out by 15 Volunteers in Service to America (VISTA), most of them retired farmers. Including both men and women, the VISTA also include a retired implement dealer and a former sheriff. They're all neighbors of the people they are trying to help. That is, each volunteer is a resident of the county where he or she contacts families which have been identified as small farmers by their county's rural development committee.

The average age of the volunteers is 71.

They serve, generally, as soundingboards. "What are your biggest problems?" they might ask. Or, "Did you know that your son might lose the land if you don't make a will?" Or, "How can the government programs be improved?" In a few counties, committees of small farmers formed to present their views to county rural development committees. Not surprisingly, some strong opinions are expressed.

In general, transportation is the big problem. Then, prices that farmers get for their farm production.

Scheetz and the North Dakota small farm committee that he chairs first discussed such a project in the spring of 1979, when **Vern Ashley**,, state director for ACTION, contacted Scheetz and asked if VISTA could help in the small farm program being assembled by the state small farm committee. This committee is an offshoot of the state rural development committee.

The offer was accepted. FmHA, since it had personnel in each county who could supervise the volunteers on a day-to-day basis, was selected to sponsor the project. County rural development committees, reactivated in North Dakota because of the Secretary's January 3 memorandum urging effective small farm assistance, not only found the volunteers within their counties but identified the small farmers as well.

The state rural development committee, representing FmHA, SCS, the Agricultural Stabilization and Conservation Service (ASCS), the

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VISTA volunteer Glenn Myers (left) seems to inspire friendliness in folks (and even dogs) when he visits small farmers in the North Dakota county he serves. Myers paid a call recently to Cecil Fossum (right), whose homestead farm boasts a working windmill (in background), to learn of the problems Fossum and other small farmers in the county are facing.

North Dakota Extension Service—Science and Education Administration (SEA), and the Forest Service (FS), offered guidelines for the selection of small farm families.

Families so designated, they said, should:

- operate a farm by providing most of the labor and management;
- have a family income, from both farm and nonfarm sources, that is below the median nonmetropolitan income in the county;
- depend on farming operations for a significant, though not necessarily a majority, of their income;
- be considered a small farm family by community standards.

As an aid in the program, the state small farm committee also printed 20,000 copies of "The Directory for Services Available to Small Farm Families of North Dakota." Printing costs were carried by CES, SCS, ASCS, FS, the Bank of North Dakota and the State Department of Agriculture.

Office space for the VISTA is provided in most counties by FmHA, but SCS and ASCS provide space in others.

Technically,the volunteers are not paid a salary but they are given $230 a month in living expenses, drive either government-owned cars or are reimbursed for the use of their own, are covered under medical programs, and will be paid a stipend of $75 a month at the end of their year's tour of duty.

"These small farmers are diversified—raising beef cattle or hogs or maybe milking cows," observed VISTA **Glenn A. Myers** of Valley City. "They are also the ones who maintain and support the rural community. I strongly feel they are doing much more for our Nation than those who just raise wheat and other grain crops."

"Government people at the county level are becoming more aware of what's going on out there," Scheetz commented. "That family that didn't have sewer and water? County office employees thought everyone in the county already had such services, until our volunteer went out there.

"They're finding out that the mechanic in town who works his land nights and weekends might need to know more about 60 to 80 horsepower tractors than about those big 2-3-400 horsepower jobs."

USDA employees at the State level, Scheetz said, also are working closer than ever not only within the Department but with other Federal and State agencies.

The ripples of North Dakota's small farm program don't stop there.

The Associated Press quoted 78-year-old volunteer **Rudolph Wagner** as saying: "It takes a little convincing to get young farmers to open up to the volunteers," he said.

"But that's the only way we can get the problems out here down to Washington. If people want to keep it inside instead of making an issue of it, they're going in the wrong direction." □

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Milton Sloane, Editor
Sharon Edwards, Assistant Editor

Hostess With the Mostest

Awards aren't often given for attitude, but district rangers on the Prescott National Forest, near Prescott, Ariz., thought so much of **Marie Gilcrease** that they decided to present her with their own special award.

At a meeting last fall, the district rangers—**John W. Holt, Jerry W. Elson, Thomas R. Chacon, Richard C. Rhea,** and **Donald L. Ranne**—selected Gilcrease as the individual on the forest they felt exhibited the best "service" attitude throughout the year. In a letter of commendation signed by each, the rangers cited Gilcrease as "providing help and assistance on a personal basis with enthusiasm and energy to the extent that others' work is made easier and more enjoyable."

The rangers also wrote Gilcrease: "Not only in your dealings with us but also with the public your service attitude of courtesy, helpfulness, and enthusiasm has come beaming through and been picked up on by others. Indeed it has been and will continue to be a pleasure to work with you."

A receptionist in the forest supervisor's office, Gilcrease provides information and assistance to both coworkers and visitors about recreation and resource activities on the forest.

A receptionist in the Forest Service's Prescott, Ariz., office, Marie Gilcrease was unanimously selected by district rangers as the individual exhibiting the best "service" attitude throughout the year on the Prescott National Forest.

A montage of celebrated equal rights leaders, highlighting Dr. Martin Luther King, was exhibited by the Rural Electrification Administration as a salute to Black History Month. Reviewing the artwork (which identified each of the faces appearing in the painting) are from left: REA Administrator Robert W. Feragen, Assistant Secretary for Administration Joan S. Wallace, and Director of the Office of Equal Opportunity James Frazier. The artist is Clarence L. Shivers of Colorado Springs, Colo.

Handicapped Awards Nominations Due

Calls have gone out from government's top personnel office for names of federal workers to receive "Handicapped Employees of the Year" awards.

USDA's Office of Personnel (OP) has notified agency heads that nominations should be submitted to OP by May 21, 1980. In turn, OP has been asked to submit their final selection to the Office of Personnel Management (OPM) no later than June 2.

OPM said it is encouraging all agencies, regardless of size, to participate in this particular presidential awards program, adding that "this is an opportune time for federal employers not only to recognize individual accomplishments, but also to provide employment opportunities to federal workers whose capabilities far outweigh any physical or mental disability."

This year's awards program will be held October 9,1980, during "National Employ the Handicapped Week."

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Employee Newsletter
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Getting to Know USDA

Maydette Duckette thought it was "very educational."

Harriet Jones thought it should be "be conducted regularly."

Raymond Nalepka thought it was "well put together."

Ronald Briscoe thought it was "very good."

They were referring to the new orientation program for new USDA agency employees—such as themselves. Duckette, Nalepka, and Briscoe are new to the Office of Operations and Finance, while Jones has joined the Office of General Counsel. They and about 80 others attended the opening session of the orientation on March 24, 1980.

Initiated by **Joan Wallace**, assistant secretary for administration, the program provided information on all major areas of employment. Included was material on career development, training programs, employee relations, job qualification standards, merit promotion, employee conduct, and fringe benefits. A copy of the "Handbook for New Employees," containing everything from hours of duty to a history of the Department was distributed to each employee.

Program speakers who described the Office of Personnel included **Fay Landers, John Richburg, Nancy Arnold, Terry Atkinson, Don Kyle, and Danity Little.** Little and **Gloria Paolantonio** coordinated the program.

Representatives of several other agencies also described their agency's mission.

Slide presentations described the Department as a whole; another, individual agencies.

A group of new employees attend the opening session of an orientation program recently begun in the Washington, D.C., area. Addressing the group were representatives from the Office of Personnel (standing, left to right) Danity Little and Nancy Arnold, who described their agency's functions, and the functions of USDA. Representatives of other agencies also spoke at the orientation. Off to a successful start, the program will be conducted regularly and eventually will offer individual counseling.

Plans are to conduct the sessions on a regular basis, with changes. Instead of a biweekly, large group gathering, future orientations will be held bimonthly. They will be conducted on a smaller basis, and will offer individual counseling to each employee.

Minority Apprenticeship Program Underway

To stimulate more interest by minority professionals in agricultural careers, USDA announced that it plans to recruit 100 top minority students for appointment as agricultural research apprentices.

The students will work with scientists and engineers at universities, government laboratories, and research centers to gain new insight into the science of food and agriculture, and to further their interest in an agricultural vocation.

The Department is participating in a new White House program. Called a high school apprenticeship program, the effort is designed to encourage more minority youths to consider a career in the food and agricultural sciences.

In joining the program, USDA noted that very few minority students select the food and agricul-

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tural sciences as a college major—or as a career—because of "the absence of minority role models." It pointed out that "national studies indicate that the top minority high school students elect professions for which there are more clearly defined role models than for those professions associated with food and agriculture."

If the number of minorities pursuing agricultural careers is to be significantly increased, the Department noted, "an impact must be made at the high school level. This impact must be made in such a way that the young people will perceive that there is, in fact, a future for them in food and agriculture disciplines."

To qualify for the apprenticeships, the students must have expressed an interest in science and in attending college, must have completed the junior year in high school (or be a high school graduate at the close of the winter term of 1980), and be in the upper one-fourth of his or her class.

Dr. Walter I. Thomas, of the Science and Education Administration, noted that the apprenticeship program, which begins this summer, "is designed to be a learning experience rather than a summer job. The learning and enrichment aspects cannot be overemphasized.

"With more minorities moving into the professions, the young man or woman who has the intellectual capacity to obtain the Ph. D. degree will be recruited by many different professions. Food and agriculture professions must also compete for these individuals."

Dr. Thomas added that funds have been made available for up to $2,500 per apprenticeship, and that SEA is one of three USDA agencies participating in the program. The other two are the Forest Service and the Economics, Statistics and Cooperatives Service.

Anson R. Bertrand, USDA director for science and education, said all requests for additional information on the apprenticeship program should be directed to **Dr. Homer C. Folks**, of SEA's Office of Higher Education. □

Role Model Heads Hispanic Program

Evangeline Elizondo is living proof that upward mobility works.

She began her career as a clerk typist, and is now USDA's Hispanic Employment Program Manager. Appointed by **Joan Wallace**, assistant secretary for administration, Elizondo is responsible for developing, implementing, and evaluating a program for increasing Hispanic employment throughout USDA.

The key to her job, Elizondo says, "lies in working with management to ensure the numerous personnel procedures are used for the benefit of all persons. My job is to emphasize utilizing these tools to increase the representation of Hispanic persons in the USDA workforce."

As for her own presence at USDA, Elizondo worked hard to get into the area of management, taking full advantage of every training opportunity and by attending school at night. Elizondo's night-school studies led to a degree in business administration, and her training opportunities included a six-week management course at the U.S. Army Logistics Management Center in Fort Lee, Va.

Despite an extremely heavy work schedule, Elizondo takes time to promote the ideals of the Hispanic employment program by affiliating with various outreach organizations. She is, for example, still actively involved with the Mexican American Women's National Association, an organization she once directed as its president.

In 1974 Elizondo broke tradition and invaded what had been a man's turf when she was named coordinator for the Spanish Speaking Program at the U.S. Customs Service. She became the first woman to hold that job on the national level. The program was the forerunner of what in 1978 became the Hispanic employment program.

Elizondo continued to broaden her experience by serving as chief of equal employment opportunity for the U.S. Air Force's Air Training Command. More recently she served as EEO officer for an agency of the Labor Department.

Proof that upward mobility works, Evangeline Elizondo has risen from a clerk-typist to USDA's Hispanic Employment Program Manager. A former EEO officer, Elizondo has taken advantage of training opportunities to earn a college degree. In her new position, Elizondo is committed to increasing job opportunities in USDA for Hispanics.

Four days after joining USDA, Elizondo plunged into a program that could lead to the largest single hiring of Hispanics in USDA history. The program reportedly identifies and trains migrant workers throughout the country for employment with Washington, D.C., federal agencies.

As a result of Elizondo's quick action and enthusiasm, it is anticipated that more than 80 additional Hispanics may soon be employed by the Department.

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Milton Sloane, Editor
Sharon Edwards, Assistant Editor

USDA Women's Week

Planning activities for Federal Women's Week 1980 are from left: Dr. Joan Wallace, assistant secretary for administration; Marjory Hart, USDA Federal Women's Program Manager; and Doris Thompson, deputy director of USDA's Office of Equal Opportunity. Sponsored by the Federal Women's Program, the observance will feature a series of workshops and seminars designed to emphasize women's role in the Department.

For the second year in a row, the Federal Women's Program is sponsoring a USDA Federal Women's Week. Running April 28 through May 2, 1980, the observance in the Washington, D.C., area will feature a series of workshops, seminars, panel discussions, and exhibits on topics concerning women in the 1980's. The theme of the week will be "A New Decade—A New You."

Walk-in workshops will be held throughout the week on various subjects, such as assertive communication, minority women, career counseling, sexual harassment, effective job applications, interviews, coping with stress, and upward mobility. Workshops will also be held on strategies of breaking into management, two-career marriage, and equal pay.

Deputy Secretary **Jim Williams** encouraged all employees in the Washington, D.C., area to participate in the event, and for USDA field offices to plan similar activities.

Marjory Hart, Federal Women's Program Manager for the Department, said that "last year's turnout was very good, but we anticipate even greater participation this year." She emphasized that men are encouraged to participate in the activities, too.

Emergency Training

It's tough to see a person suffering, and not be able to help. But if you're like **Deborah Eagen**, it will happen only once.

Laboratory technician Deborah Eagen has plenty of reason to smile. For one thing, she enjoys her work, and for another, she's delighted to know she is qualified to assist in a personal emergency.

A microbiology technician at a poultry laboratory in East Lansing, Mich., Eagen recently witnessed an automobile accident where no one on the scene could administer aid. So, Eagen asked other laboratory employees if they would be interested in attending cardiopulmonary resuscitation (CPR) classes. Over 50 percent of the employees said they would.

So Eagen contacted the Michigan Heart Association and arranged for CPR classes at the lab. Twenty-six persons signed up. The classes included instruction in "first aid for choking." The group included employees as well as their spouses. The participants were divided into three classes, which met two nights a week for four hours.

On the first night of each class, Eagen met the instructors and assisted them in setting up. Each class night afterwards, she reminded the students about their meetings, and asked each at the end of the training what they thought about their instruction. She also sent notes to the participants thanking them for taking an interest, and has now posted a list on the bulletin board of all the students certified to administer CPR.

Among those certified as a result of the classes is **Dr. R.L. Witter**, director of the Regional Poultry Research Laboratory, who said of Eagen's actions: "For several years, CPR classes for laboratory employees had been proposed but never implemented. I am delighted with this singlehanded effort which has achieved such a worthwhile goal. We are already planning refresher courses for next fall."

Awards to USDA Scientists

An agency is only as good as its personnel. And judging from the awards to five of its employees, the Science and Education Administration is extremely good. Two of the five were honored twice.

Dr. Donald K. Barnes was granted an outstanding service award from the Minnesota Forage and Grassland Council for developing alfalfa varieties that are resistant to a major disease. A research geneticist in St. Paul, Minn., Dr. Barnes also developed the first alfalfa varieties resistant to alfalfa weevil and fungi. In addition to receiving the award, Dr. Barnes was recently elected a Fellow of the American Society of Agronomy.

An agricultural engineer in Lincoln, Neb., **LaVerne E. Stetson** was named Irrigation Man of the Year by the Irrigation Association. He received the honor for his guidance in completing an electrical standard specifying service requirements for all three-phase irrigation equipment.

Dr. James V. Parochetti was named Outstanding Extension Worker for 1980 by the Weed Science Society of America for his research in weed science. Dr. Parochetti heads SEA's pesticide program in Washington, D.C., where he provides leadership for Extension programs related to pesticide education and applicator training programs.

Dale E. Marshall was presented an award of appreciation from Pickle Packers International for mechanizing pepper harvesting. An agricultural engineer in East Lansing, Mich., Marshall designed a harvester, which has been manufactured commercially, that can be used on every type of commercially grown pepper and could reduce costs for growers, processors, and consumers.

The ninth person ever to receive the Nebraska Crop Improvement Association's distinguished service award, **Dr. Virgil A. Johnson** was honored for his internationally recognized developments in wheat research. An agronomist in Lincoln, Neb., Dr. Johnson supervises a network of wheat nurseries in 40 countries and helped develop 20 winter wheat varieties. Dr. Johnson was also recently elected a Fellow of the American Association for the Advancement of Science for developing improved wheat varieties and for his research on wheat protein.

Dr. James V. Parochetti — Outstanding Extension Worker for 1980

LaVerne E. Stetson—Irrigation Man of the Year

Dale E. Marshall—Pickle Packers award

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'USDA'

Volume 39
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May 7, 1980

Profile of Frank J. Mulhern

A Man of Determination

From high school dropout to head of a vital USDA agency, **Dr. Frank J. Mulhern** has led a career that is a model of inspiration to federal workers.

In fact, Mulhern said, witnessing the dedication of a USDA veterinarian after dropping out of school was the turning point of his life.

On the occasion of Mulhern's retirement last February from his post as administrator of USDA's Animal and Plant Health Inspection Service, APHIS employee **George Serbinoff** conducted an interview with Mulhern. The interview appeared in "Inside APHIS," an internal agency publication.

Following are some excerpts from that interview.

Upon his retirement, Dr. Frank J. Mulhern, former APHIS administrator, related the storybook events that led to his distinguished USDA career.

Francis Joseph Mulhern was captain of his high school football team in Wilmington, Del. in 1938. A year later he was a high school dropout.

"My folks died when I was a kid," Mulhern recalled. "My sister was raising me, and I was just interested in playing football and other sports. I had no interest in anything else."

The turning point came when Mulhern took a part-time job in USDA's anti-brucellosis campaign in his hometown. "I went to work for this government veterinarian," said Mulhern. "He was a great example as a very conscientious person who worked long hours, and with great dedication and very high technical competence. He just impressed me greatly.

"He inspired me to return to high school and change my program of courses. . .because I had been taking courses like typing and playing football."

So Mulhern went back to school and told them he was going to college and that he was going to be a veterinarian.

"They looked at my grades—mostly D's and F's—and said, 'Forget it!'

"I said, 'No, I'm going to do it.' Then they said it would take me two years to get the high school credits."

Mulhern was twenty at the time. "I told them two years was too long, so they made arrangements for me to go to school day and night.

"I finally made it in less than two years, with grades of A's and B's."

Mulhern went on to attend Auburn Polytechnic Institute (now Auburn University) and graduated with a Doctor of Veterinary Medicine degree in 1945. Immediately after his graduation, he went to work for USDA—first in Baltimore, Md., and then in Norfolk, Va.

"Back in those days," Mulhern explained, "there were very few people working for the federal government. If you worked for the government you had a prestigious job. Everybody looked up to you because you had to pass tests and so on. You were really something! So that kindled my enthusiasm. . .in addition to the fine example of that first federal veterinarian I worked for."

During the post World War II era, Mulhern had the opportunity to witness animal diseases break out on a large scale.

"I went to Norfolk, Va., because we were shipping horses and cattle back to Europe—to help rehabilitate Europe. The animals were concentrated at points along the East Coast for shipping, when all kinds of diseases broke out," he recalled. "I was seeing diseases at one time that would have taken me years to see individually."

The occasion was a prelude to another major outbreak of animal disease—foot-and-mouth in Mexico in April of 1947.

Recalling the USDA campaign to eradicate the disease, Mulhern said that at first "we resorted to slaughter operations to root it out

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as quickly as possible." But the Mexican people didn't take kindly to having their cattle slaughtered, infected or not. "A man in my district was shot with a shotgun and died," said Mulhern.

Besides the mortal threat, other problems plagued the campaign. The harsh climate of some of the Mexican districts and the logistics of moving people and materials all made the chances of success seem almost a million to one, said Mulhern.

"At first, people left us in droves. They said 'You'll never do it.' But killing the infected and exposed animals was the only proven way to eradicate foot-and-mouth disease, and here we were going to be forced to abandon this method and use vaccine, killing only those animals that had outbreaks after they were vaccinated. After we developed a vaccine, they brought a retired general down there to lead the new operation."

That was when Mulhern developed a hearty appreciation for effective management.

"That general was an inspiration to me from a management viewpoint," said Mulhern. "He motivated people through techniques he used in the Army. He took care of the funds and the equipment, he moved his forces, and the job got done. Everything was positive, and everybody knew his job." Mulhern said he learned that it's important to get people motivated into believing that what they're doing is important. "If they don't believe that, the chances are they aren't going to do their best."

The disease was finally overcome, and that success, said Mulhern, convinced him that given enough determination, things can be done.

From Mexico, Mulhern went on to the campaign against foot-and-mouth disease in Canada—first as an observer, and then as head of the program. The disease was wiped out in six months.

"Fortunately it was a small area," said Mulhern. "It was in the dead of winter—50 degrees below zero—and animals and people weren't moving. So the disease didn't move. When I left, there wasn't any more infection and there hasn't been any since."

In 1952, Mulhern was invited to Washington, D.C., to direct other animal disease eradication programs. The first, he recalled, was the swine vesicular exanthema eradication program. The disease was in 42 States.

"We found out that the major problem was in swine-fed garbage containing pork scraps. So we had to get garbage cooking laws in all the States. I don't know how many legislatures I appeared before, but I went from one to the other pleading for the passage of legislation. Finally, thanks to follow-through efforts of our field personnel, we got garbage cooking laws in all the States."

But the battle against the swine disease wasn't won yet. USDA had to police the States to ensure that the laws were being implemented and that the garbage was being properly cooked.

"At one time," Mulhern recalled, "we had almost all the markets that handled swine tied up. Congressional people and the marketing interests were threatening to get me fired. But over a period of time. . .we started to get their cooperation."

The program was successfully concluded in 1959, and helped prepare the way for the hog cholera eradication program begun in the 1960's. And about the same time, the screwworm was successfully eradicated east of the Mississippi River.

Mulhern recalled that during his early years in Washington, he enrolled in a training program at the American Management Association.

"I just ate that kind of training up!" Mulhern exclaimed. "From then on, in addition to coordinating various segments of industry, I've always been interested in trying to improve managerial capabilities."

Speaking of the role of the Department's programs at present, Mulhern emphasized the managerial aspect.

"I think management in all government agencies is going to come under close scrutiny. I don't think mediocrity is going to be tolerated because we don't have all those resources we had at one time.

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Captain of his high school football team in 1938, Dr. Mulhern (holding football) "was just interested in playing football and other sports" before deciding to become a USDA veterinarian.

At a historic meeting at the White House in 1979, Dr. Mulhern (left) was one of 12 employees invited to query President Carter about issues concerning the federal workforce. In the first meeting of its kind, Dr. Mulhern and the others had the opportunity to discuss with the President various topics such as pay, retirement, employee morale, health insurance, and civil service reform.

cont'd from page 2

"One problem is that we tend to be very compartmentalized—we only think about our own little area.... That's what we have to guard against. We have to have unity and the feeling of accomplishment."

Mulhern said he foresees plenty of challenges for employees in the future, and believes they can be met by developing both technical and managerial competence.

He also proposed that these challenges offer big opportunities for employees.

"Under the merit pay system," said Mulhern, "employees are going to get more money if they do more than what's expected. That's an opportunity, too. There are going to be bonuses for those in the Senior Executive Service as high as $20,000 a year, and the way to get those bonuses is to produce more than what is expected.

"All this is going to revolutionize government. It's going to be a time of opportunity for people who are involved in the merit pay system as well."

In closing, Mulhern remarked on the importance of employee morale.

"Morale is directly related to accomplishment," he emphasized. "Any organization that is getting things done is going to have good morale.

"That is why we have to keep looking at the goals we're trying to achieve and insist we move towards them—and reward those who get us there.

"And one other thing: we need to keep our organization open and let people complain about it. It's healthy for them to be critical—and we must be ready to accept criticism and respond to it. Let everybody participate in how the organization is being run. Let's break down barriers between staffs, and even those within staffs. Let's refrain from backbiting and belittling each other."

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Milton Sloane, Editor
Sharon Edwards, Assistant Editor

Dr. Mulhern spent his entire 35-year career with USDA, and served as APHIS administrator since its establishment in 1972.

Over the course of his career, Dr. Mulhern earned a distinguished reputation both nationally and internationally through directing USDA programs that have successfully eradicated animal diseases and parasites such as foot-and-mouth in Canada, and swine disease, screwworm, and hog cholera in the United States.

Upon his retirement from APHIS, Dr. Mulhern assumed a position in Costa Rica as director of animal health for the Inter-American Institute for Cooperation in Agriculture. □

James O. Lee, Jr., has been designated as acting administrator of APHIS for an indefinite period. At the same time, Lee was promoted to permanent associate administrator of the agency.

Lee joined USDA in 1966 and has held various positions in APHIS' plant protection programs. Before that, Lee worked for the Environmental Protection Agency and as an animal biologist with the Interior Department. A native of Cadiz, Ohio, Lee holds several degrees in biology and chemistry.

Prime Candidates

Thirty USDA managers have embarked on an 18-month training program designed to prepare them for higher level executive positions.

Chosen from among 271 applicants, the 30 participants are now in the first phase of the Senior Executive Service (SES) Candidate Development Program, developed especially by USDA. The program gives supervisors and managers at the GS-15 level the opportunity to gain entrance into the SES, of which members are equivalent to managers in grade GS-16 through Executive Level IV under the previous executive assignment system. SES was created under the Civil Service Reform Act to improve management and productivity within the federal sector.

Pay rates under the SES are:

ES-1	$44,756
ES-2	$46,470
ES-3	$48,250
ES-4	$50,100
ES-5	$51,450*
ES-6	$52,800*

**The rate of basic pay at these rates is limited to $50,112.50.*

Sponsored by the Secretary's executive resources board, the candidate development program offers the participants formal training and a series of executive assignments designed to prepare them to meet SES qualification requirements.

The candidates were initiated into the program on March 26 with a three-day orientation in Washington, D.C. Representing 16 USDA agencies and 11 States and the District of Columbia, they are:

Agricultural Marketing Service
Paul M. Fuller, Wash., D.C.

Agricultural Stabilization and Conservation Service
Angelena V'Lee Bracht, Wash., D.C.
Alan R. King, Columbia, Mo.
Robert R. Stansberry, Jr., Wash., D.C.

Animal and Plant Health Inspection Service
Alfred Strating, Ames, Iowa

Economics, Statistics and Cooperatives Service
Charles R. Hanrahan, Wash., D.C.

Farmers Home Administration
Paul R. Conn, Wash., D.C.
Karen Noble Hanson, Syracuse, N.Y.

Food and Nutrition Service
David L. Hames, Jr., Wash., D.C.

Food Safety and Quality Service
Wilson S. Horne, Phila., Pa.

Foreign Agricultural Service
Louis G. Davis, Wash., D.C.
Jimmy D. Murphy, Houston, Tex.

Forest Service
John Alcock, Eugene, Ore.
Sotero Muniz, Wash., D.C.
Allan J.West, Wash., D.C.
Jetie B. Wilds, Wash., D.C.

Office of the General Counsel
William A. Imhof, Wash., D.C.

Office of Governmental and Public Affairs
H. Nelson Fitton, Wash., D.C.

Office of International Cooperation and Development
Robert I. Ayling, Wash., D.C.

Office of Operations and Finance
Ronald D. Plowman, Oakland, Calif.
Sandy A. Wilson, Wash., D.C.

Rural Electrification Administration
Henry L. Taylor, Wash., D.C.

Science and Education Administration
Gerald E. Carlson, Beltsville, Md.
Donald A. Lindquist, Beltsville, Md.
Robert J. Marshak, Beltsville, Md.
David E. Zimmer, New Orleans, La.

Soil Conservation Service
Donald Bivens, Nashville, Tenn.
Dennie Burns, Wash., D.C.
Benny Martin, Lincoln, Neb.
Ernest V. Todd, Wash., D.C.

The 34th Annual Honor Awards ceremony will be held this year on May 22 at the Departmental Auditorium in Washington, D.C. During the ceremony, Secretary Bergland will present awards to USDA employees for Distinguished and Superior Service. The Secretary met recently with members of the honor awards committee, which recommends recipients of the awards. They are from left: Dr. Ted Wilson, Dean of the College of Applied Science and Technology, Lincoln University, Jefferson City, Mo.; Dr. Robert L. Crom, associate dean, university extension, Iowa State University, Ames; Jan Hill, Indiana Nutrition Campaign, Indianapolis; Secretary Bergland; Oneida Darley, assistant to the USDA deputy secretary, (chairperson); Commissioner Gus R. Douglass, West Virginia Department of Agriculture, Charleston; Raul Yzaguirre, president, National Council of La Raza, Washington, D.C.

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Employee Newsletter
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'USDA'

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The Making of A Professional

"I think that opportunity is there. You just have to go out and get it. You can't wait for someone to drop it in your lap."

Speaking was **Clarence Musgrove**, a telephone rate analyst for the Rural Electrification Administration (REA). He was talking about how to get ahead in life.

"I believe education is the key to success," said Musgrove. "Education is the whole system of training, within and outside the schoolhouse, that molds and develops a person. So I would say education, plus goal-setting, and hard work are the answers to success."

And Musgrove should know. He spent 11 years attending night school in order to earn a college degree. As a result, he has moved out of the mail room to a professional position with USDA.

"It was a scuffle," Musgrove said of his educational pursuit. "Most of the time I had my back against the wall." Musgrove earned his degree at the University of the District of Columbia (UDC) last December, but still marched in the traditional commencement ceremony held this spring.

Among his new duties, Musgrove is responsible for advising members of REA-financed rural telephone systems on matters relating to monthly exchange rates and other charges, prior to their submission to regulatory agencies for approval. He also analyzes data to determine estimates of toll call and local telephone service rates for use by area offices.

A native of Sandy Level, Va., Musgrove quit high school at age 17 and left the backbreaking labor of the fields to seek a better life in Washington, D.C. While in Washington, he was drafted into the old Army Air Corps where he earned a high school equivalency certificate. Later he became a messenger for the Corps of Engineers—a job he held for seven years.

Clarence Musgrove, a telephone rate analyst with the Rural Electrification Administration, proudly displays the degree he earned in 11 years of part-time study at the University of the District of Columbia. A former messenger, Musgrove worked and studied his way to a professional position with REA.

Feeling "there were some better paying messenger jobs somewhere," Musgrove recalled, he found a job at USDA where he was able to work up to a mailroom supervisor.

About those early jobs, Musgrove said: "Even though I loved the work, I eventually became dissatisfied with the mailroom. I kept asking myself, 'What am I going to do?' In back of my mind, I always felt I wanted an education. I knew the only way to get ahead was to get an education. But I had a wife and two children to support and going back to school seemed impossible.

"Then along came Federal City College (now the University of D.C.). I was one of the first students to go there. Students were accepted by lottery. My number was 1555. When they opened in September 1966, I was there.

"My son, Clarence, was in high school then. He would be on one side of the table with his schoolwork, and I would be on the other with mine. And we would study together."

Through sheer coincidence, Musgrove now works for the agency he remembers quite well from his

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childhood. The agency, REA, at the time was in the process of introducing electricity to the farm area where Musgrove worked as a youngster. Recalls Musgrove: "That REA man really had a hard time trying to sell us on electricity. He explained that it would cost about $2 a month or $24 a year. Twenty four dollars! In those days, that sounded like enough to buy kerosene to last 20 years."

Proud of what he's accomplished, but prouder still of his family, Musgrove attributes his success so far to his philosophy of life and to the upward mobility program. A forward-looking individual, Musgrove said he is already preparing for the future. He is currently, he said, taking courses at Howard University and plans to enroll this fall in a master's program at UDC.

Excluding Postal workers, three out of every five federal employees are represented by labor unions.

According to OPM—the Office of Personnel Management—the number of non-Postal employees represented by unions reached an all-time high of 1,245,988 in 1979. The figure represents 61 percent of the federal workforce, and exceeds the previous high of 1978 by more than 17,000 employees. OPM also noted that the number of employees covered by negotiated agreements also increased last year to more than 1.1 million.

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Milton Sloane, Editor
Sharon Edwards, Assistant Editor

Mussman Heads APHIS

Harry C. Mussman has been named the new administrator of USDA's Animal and Plant Health Inspection Service (APHIS). He replaces **Dr. Frank J. Mulhern**, APHIS' first chief, who retired last February.

Dr. Mussman, who will assume his new position in July, is currently director of animal production and health at the United Nations Food and Agriculture Organization in Rome, Italy.

In announcing the appointment, **P. R. "Bobby" Smith**, assistant secretary for marketing and transportation services, said: "We regard the appointment as a 'homecoming.' Dr. Mussman is an able administrator, whose expertise is widely recognized and respected in both domestic and international agricultural circles." Between 1971 and 1977, Dr. Mussman served in several management roles with USDA, spending his last two years as associate administrator of APHIS, under Mulhern.

Before joining USDA, Mussman spent 12 years teaching and directing veterinary research at Kansas State University and the University of Nebraska, during which period he spent three years in Bogota,Colombia, as associate professor and veterinary projects leader for a University of Nebraska mission.

Harry C. Mussman will assume his new position as administrator of the Animal and Plant Health Inspection Service in July.

A native of Sheboygan, Wisc., Mussman holds degrees from the University of Wisconsin and the University of Kansas.

Smith Heads Packers and Stockyards Program

James L. Smith has been named to direct the packers and stockyards (P&S) program of USDA's Agricultural Marketing Service. He is responsible for administering the Packers and Stockyards Act which promotes and maintains fair and open competition in the buying and selling of livestock, meat, and poultry.

Until his recent appointment, Smith served as acting assistant deputy administrator of the P&S program since November of 1979.

His entire government career has been with the P&S program since he joined in 1957, except for a 1965-66 interval when he was named staff investigator for the National Commission on Food Marketing in Washington, D.C.

A native of Calumet, Okla., Smith received a B.S. degree in animal husbandry from Oklahoma State University.

James L. Smith stepped up from acting assistant deputy to deputy administrator of the packers and stockyards program of the Agricultural Marketing Service.

Former assistant secretary of agriculture John A. Baker (left) made a come-back recently to accept a certificate of appreciation from Forest Service Chief R. Max Peterson. As an organizer and executive director of Green Thumb, a community service group comprised of senior citizens, Baker helped arrange cooperative agreements for the members to work on National Forest System lands, completing projects not otherwise funded. A recent major accomplishment by the group was the preparation of a recreation area for public use on the Ozark National Forest near Mountain View, Ark. Baker was assistant secretary from 1961 to 1969 and is living in Arlington, Va.

Norman A. Berg, administrator of the Soil Conservation Service, received a top 1979 conservation award from the National Wildlife Federation for his role in increasing the agency's emphasis on wildlife values in developing natural resource projects. The award was a statuette of a whooping crane, an endangered bird which symbolizes the conservation cause. Berg was cited for his commitment to promoting the original concepts of Hugh Hammond Bennett, the first SCS chief who served from 1935 to 1952.

Acting director of personnel **John W. Fossum**, who joined USDA in June 1979, was "recalled" recently by his former employer.

Fossum was called back by the Office of Personnel Management (OPM) to receive the agency's highest honor, the OPM Director's Award for Distinguished Service. Fossum was cited for his leadership and guidance in transforming the agency's staffing program by automating significant portions of the recruiting and examining systems, realigning the agency's job information functions, and establishing a model staffing system that blends OPM's examining process with that of individual federal agencies.

For his contributions, Fossum received an engraved plaque and a citation from OPM Director **Alan Campbell**.

□ □ □ □ □ □

Dr. Robert L. Gallun, a USDA entomologist and research leader at Purdue University in West Lafayette, Ind., is currently spending three months in Yugoslavia on a Fulbright Scholarship.

During the three-month period, Dr. Gallun, employed by the Science and Education Administration, will study a wheat pest that is widespread in the Mediterranean area. Working with scientists at the University of Novi Sad, Dr. Gallun will look for plant resistance to the pest and conduct related studies that could consequently help U.S. plant breeders if the pest enters this country.

While overseas, Dr. Gallun will present an invited paper on wheat and on the Hessian fly at the International Wheat Workers Conference in Madrid, Spain.

Pioneer Building in Forest Service

The pioneer spirit of Daniel Boone is still strong.

Sometime next year, Forest Service employees on the Daniel Boone National Forest will be working in the Nation's first all-solar energy government facility designed with a unique backup water boiler system. The backup system will be fired by wood and gas.

The facility is a proposed combination research laboratory and office building to be shared by the Forest Service's experiment station, district ranger's office, and State and private forestry offices. Scheduled for completion next spring, the $2.1 million structure will be built largely from wood and other natural materials.

Designed to harmonize with its surroundings, the building will be set in a densely forested hillside, with nearly half of its outer walls protected by earth. The setting will permit excellent natural insulation. Masses of evergreen trees around the site will provide windbreak protection.

Roof-top panels will collect the sun's energy and supply about 80 percent of the facility's heating, air-conditioning, and hot water requirements during an average year. The result will be nearly a sixty percent savings in energy consumption. Additional energy savings will come from the unique backup system. Provisions were made to use the backup system so that researchers can monitor and study this type of heating/cooling system as part of a two-year wood energy program currently being conducted by the Forest Service.

The building is designed for other energy-saving features such as skylights, to provide natural lighting over corridors, the library, and other work areas. Roof overhangs will shield windows from rays of the summer sun, yet permit penetration of winter sun rays. And heat generated in the laboratory that is normally lost will be recovered and recycled through a special system. □

Employees with a penchant for poetry may be delighted to learn there's a publisher in England soliciting poems written expressly by civil servants.

The 1980 issue of *Civil Service Poetry*, an anthology published each April, is the first edition to include poems by U.S. civil servants. Of the 44 poems published, 16 were written by U.S. federal employees. The rest are by civil servants in Europe and in Commonwealth nations. Among some of the U.S. federal agencies represented in the 1980 edition are the Departments of Defense and Interior, Postal Service, Veterans Administration, and Food and Drug Administration.

The publishers are now accepting orders for copies of the 1980 issue, along with poems for consideration in the 1981 anthology. All poems must be submitted in time to arrive not later than September 30, 1980.

The 1980 edition is available at a cost of one dollar (payable by U.S. currency, personal check, or an internationally negotiable money order). All orders for *Civil Service Poetry* and poems for consideration should be addressed to: EMMA Printers and Publishers, Arden House, Sunny Point, Walton-on-Naze, Essex CO 14 8 LD, England.

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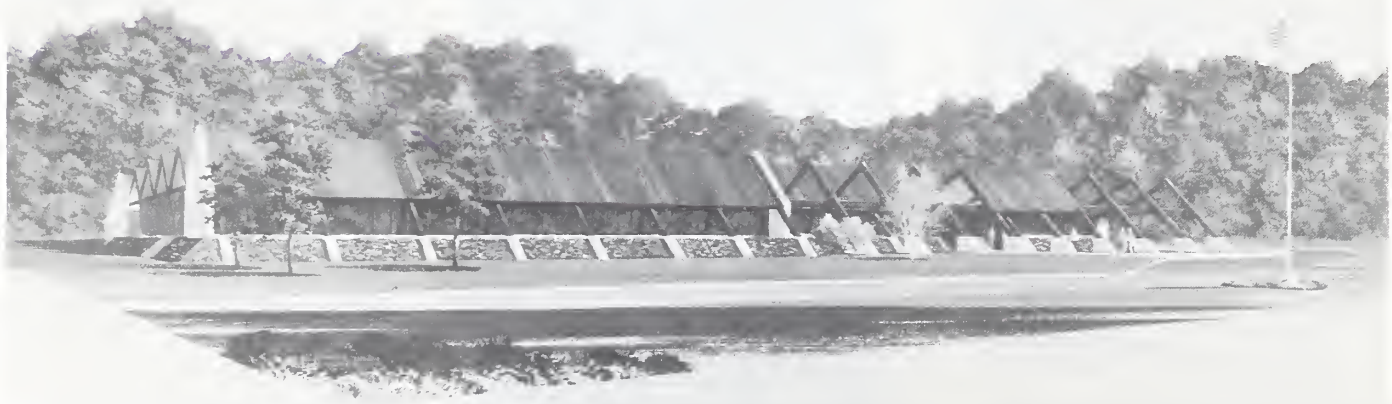

Photo depicts architect's miniature model of a new Forest Service facility being constructed on the Daniel Boone National Forest near Lexington, Ky. Scheduled for completion next spring, the combination office building and research laboratory is the first all-solar energy government facility with a backup water boiler system fired by wood and gas.

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Employee Newsletter
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June 4, 1980

Delgado Remembers His Roots

Andy Delgado knows firsthand what many Hispanics go through to get a job— facing a different culture, learning a new language, going back to school for additional training, job discrimination, and so forth.

He remembers the struggle toward his own career as an agricultural marketing specialist with the Federal Grain Inspection Service (FGIS). That's why he took on the presidency of HACE, the Hispanic American Cultural Effort organization.

Delgado explained that HACE comes from the Spanish verb "hacer," meaning *to do.* "We do everything we can to help Hispanics find employment and advancement opportunities in the Department of Agriculture," he explained. "We don't just talk about it." Delgado added that he gets involved because "I want to repay those who helped me over the years when I needed help. I identify with my people—Mexican-American, South American, no matter where they are from—because I went through the same experiences they go through. I know they have been abused and exploited, and I've seen talent wasted because they didn't have job opportunities."

The sharp edge of frustration and despair has softened over the years, but he cannot forget the experiences that brought him to this point.

A decade ago, Delgado was an agronomist and director for Peru's largest farm organization, headquartered in Lima. A military coup changed that. While Delgado vacationed in the United States, the doors were closed to his office, and to his homeland.

An agricultural marketing specialist, Andy Delgado recalls his struggle toward professional achievement. As the president of HACE, the Hispanic American Cultural Effort, Delgado has accepted the challenge of helping others find job opportunities.

Stranded in a foreign country with only limited funds and a tourist visa, Delgado recalled he was forced to find "odd jobs—anything to make money —as a dishwasher, busboy, waiter, truck driver. I was a food clerk when I enrolled in the masters program for agronomy at the University of Maryland. But I ran out of money and didn't finish the program."

All the while, Delgado said he did everything he could to find work in agriculture, with no success. "For a long time I felt destroyed," he recalled. "But people like **Amos Martinez** here at USDA helped me when I was discouraged. He would listen to me and talk with me in Spanish. The words had more meaning for me because they were in my language. I still had to do things for myself—make the rounds looking for a job, make contacts—but I received so much help from Amos and others that I want to repay it, and carry the banner, so to speak."

Delgado finally got back into agricultural work when he joined the Agricultural Marketing Service in 1976 as an agricultural commodity grader. A year later, he became an agricultural marketing specialist with FGIS. Delgado said he hopes to see other Hispanics employed in his field, as well as in other fields, as job openings occur. He noted that "of the 1,700 FGIS employees nationwide, only 35 are Hispanic."

In fact, Delgado said, he is the only Hispanic with FGIS in Washington, D.C. He added that the percentage of Hispanics is now over 2 percent in FGIS, up from 1.7 percent in 1979.

Delgado has served as Hispanic Employment Program Coordinator with FGIS since November 1978, so he's already laid some groundwork for Hispanic recruiting at USDA. He added that he has contacts nationwide that he'll continue to call upon.

"I talk with a lot of people. Most of them know me personally now," Delgado said. "In places like Dallas that have a large Hispanic population I keep in touch with FGIS regional director **Jerry Cotter,** for instance, and with Hispanic organizations to see where we can match job applicants with openings. I send letters and recruitment brochures all over the country. The brochures are currently being revised and soon we'll have a Spanish version. This shows FGIS' sensitivity toward the Hispanic minority."

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Delgado added that he feels it is important that Hispanic students know there are opportunities for them in agriculture. So, when he learned that a group of commodity graders was being formed as a college recruiting team, he was quick to call the FGIS employment branch to recruit a Hispanic for the team. The effort paid off. A Hispanic commodity grader was named to the team.

Delgado encourages HACE members to get involved in such projects as explaining USDA's recruitment program and enlisting the aid of more top management people at the Department. □

For a few days this spring, USDA equal opportunity and personnel specialists got together for some intensive teamwork. Because of the relative objectives of their work, the specialists merged at the first conference of its kind in the Department to learn how they could better serve management and employees through equally beneficial personnel actions. Participants from the Washington, D.C., area assembled for an opening statement on the objective of the conference (above) by Charles Bucy, deputy director of the Office of Personnel. The conferees then attended four half-day workshops headed by specialists from the Offices of Personnel (OP) and Equal Opportunity (OEO), the Food Safety and Quality Service, and the Department of Commerce. Among the topics discussed were merit pay and performance appraisal, upward mobility, and equal opportunity recruitment. Below, panelists on one workshop included (left to right): James A. Westbrooks, OEO; Shirley P. Glover, also of OEO; and Lawrence Buck, OP.

Despite a question of age, centenarian **Morgan Graham** got what he wanted. In so doing, he became one of the oldest recipients of a USDA grant.

A resident of Lake City, S.C., Graham applied for a $5,000 grant from the Farmers Home Administration, under its housing repair program. The program is open to individuals aged 62 and over. When Graham applied for the grant, a question arose over how old he actually is.

Graham says he's 112. Entries in the family Bible show him to be 110. And the Social Security Administration has verified his age at 106.

Noting that whatever his age Graham clearly qualified for the program, FmHA gave Graham the grant he had applied for.

Graham said he will use the funds to renovate his house which he helped build and bought for $85 in 1938. The funds will be used to install a new roof, to insulate the floor and ceiling, and to underpin the structure with a new cinder block foundation.

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USDA Vol. 39, No. 12, June 4, 1980
Milton Sloane, Editor
Sharon Edwards, Assistant Editor

For the Birds

USDA is helping illegal "aliens" become legitimate U.S. citizens.

The "aliens"are exotic and ornamental birds that travelers tried to smuggle into the United States or which were abandoned at ports of entry. Not long ago, these birds faced probable death sentences.

But under new USDA import rules, the birds can now be sold to private citizens following a 45-day quarantine to ensure they are free of exotic Newcastle disease—a foreign virus that affects poultry and other birds.

"Before this new quarantine and sale procedure was put in effect earlier this year, all birds seized from smugglers had to be either returned to their country of origin or destroyed," said **P. A. Chaloux**, deputy administrator for the Animal and Plant Health Inspection Service (APHIS). "In most instances, this meant the birds were destroyed."

Now, confiscated or abandoned birds that have been placed in quarantine and found free of exotic Newcastle and other diseases can be auctioned by officials of the U.S. Customs Service. Smuggled birds which are on the threatened or endangered species list—maintained by the Interior Department—can only be auctioned to zoos or other such institutions.

The first auction held in Mission, Tex., last April attracted bidders from as far away as California. Buyers included both individuals who were interested in a pet, and representatives of pet stores and bird wholesalers wanting to add to their stocks. Forty-six Amazon

cont'd on page 4

These birds were among the first to be saved from probable destruction by the Animal and Health Inspection Service as the result of new USDA import rules. Under the rules, birds seized from smugglers or abandoned by travelers are now quarantined by APHIS veterinarians, and if found to be disease-free, are turned over to Customs officials for auction.

OPEDA Names Professional of the Year

The organization of Professional Employees of the Department of Agriculture (OPEDA) has honored **Charles H. Harper** of the Soil Conservation Service with its Professional of the Year Award.

The award is given annually to the USDA employee and OPEDA member who best exemplifies professional public service. An area conservationist at Ozark, Ala., Harper received the award and an engraved plaque at OPEDA's annual meeting in Washington, D.C.

Special awards were also given to two of OPEDA's national leaders, **Altie T. Cohen**, formerly of USDA's Office of International Cooperation and Development, and OPEDA executive director **Walter John**. OPEDA also presented its National Public Service Award to Virginia Congressman **Herbert E. Harris** for "dedicated performance on behalf of federal employee legislation."

Others presented awards included OPEDA secretary **Helen Storer** for outstanding assistance in support of OPEDA's expanding membership enrollment.

Charles H. Harper (right), an area conservationist for the Soil Conservation Service, accepts the OPEDA Professional of the Year Award for 1980. Employed at Ozark, Ala., Harper received the award and an engraved plaque from OPEDA president Richard G. Ford at ceremonies in the Nation's Capital.

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parrots found new owners who paid an average of $195 for each bird. Top price of $350 went for a yellow-headed Amazon parrot. All told, the 46 birds sold for $8,960.

Proceeds from the sale are used to pay the costs of caring for the birds while they are held in quarantine by APHIS. Any excess money goes to the Customs Service.

Chaloux explained that the reason for USDA's involvement in imported birds is that "of all the foreign animal diseases that threaten this Nation's food supply, exotic Newcastle is among the most serious. If it became established in broiler and layer flocks in this country, it could wreak havoc with poultry and egg prices."

A case in point was the last major outbreak of the disease in 1971 in California's poultry-rich San Bernardino Valley. "During the nearly three years we fought the disease, 12 million birds—mostly laying hens—died or had to be destroyed," Chaloux said. "That eradication effort cost taxpayers $56 million."

Chaloux said the Department has also tightened rules for bringing personally owned birds into the country from abroad. Except for Canadian birds, a 30-day quarantine is required for all pet birds and poultry imported into the United States. Most personally owned pet birds must be quarantined at a port of entry for 30 days before being allowed into the country, and reservations for quarantine space must be made well in advance.

Additionally, a health certificate signed by a government veterinarian in the country of the bird's origin also is required, along with a $40 deposit to be applied to quarantine charges.

Chaloux said that employees interested in being placed on the mailing list for announcements on dates and locations of future auctions of contraband should contact the nearest U.S. Customs Service office. □

Daring Rescue Thwarts Suicide Attempt

Fred Bridgman and **Paul Peterson** were working on the eighth floor of the Livestock Exchange Building in Kansas City, Mo., when they heard a rumble from the restaurant above them, and muffled cries outside their office window. Peering out, they saw the dangling feet of a 23-year-old waiter, and the desperate faces of his coworkers who were clutching one wrist and straining to grasp the other. The young man was pleading to be let go.

Peterson rushed for help while Bridgman struggled to open the window which was jammed shut. Now the waiter was dangling by one wrist.

Working against all odds, other USDA employees rushed to Bridgman's aid. **Tom Morris** stretched his tall frame out the window and grabbed the young man's ankle just as ninth floor rescuers lost their grip.

Bill Riley and **Brad Stephens** helped Morris get a better hold on the waiter, and together all five employees pulled the struggling man inside and held him until police arrived. Shortly after the incident, the near suicide victim was hospitalized.

Relating the heroic rescue, Bridgman said, "It all happened in less than two minutes. There weren't two words spoken among us. Everybody just did it—like reflexes.

"Afterwards, we talked about what possessed us to believe we could catch a man falling through the air! And the ninth floor restaurant staff told me they didn't look down after they lost him," said Bridgman. "They didn't know we were there."

The five employees each received a letter of appreciation from Kansas City Mayor **Richard Berkley**, and were honored by the local Agriculture social and welfare club along with the Gold Ox Restaurant which presented them cash awards.

Employed by the Agricultural Marketing Service, Bridgman is an auditor, and Morris and Riley are marketing specialists. Peterson is a scales and weighing specialist, and Stephens is a cooperative education student from Kansas State University.

Take stock in America.

U.S. GOVERNMENT PRINTING OFFICE : 1980 O - 321-279

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Employee Newsletter
of the U.S. Department
of Agriculture

'USDA'

Volume 39
Number 13
June 18, 1980

1980 HONOR ROLL

Eighty employees in 32 States, Iran, and the District of Columbia received USDA's top honors this year at the 34th Annual Honor Awards Ceremony. The ceremony was held in the Nation's Capital.

Eight of the employees and three groups received the Department's highest honor—the Distinguished Service Award—while 72 employees and 18 groups received the Superior Service Award. The Superior Service Award is USDA's second highest honor.

Handsomely designed, the awards are presented annually to employees whose special achievements have contributed to increased effectiveness of Department programs or to improved efficiency of office operations. All USDA employees are eligible to be nominated for the awards.

In commending the award winners, **Secretary Bergland** said: "The employees we honor today typify the spirit of achievement which has contributed so much to America's progress. They exemplify the willingness to do more—to find new solutions, to make better use of our resources.

"In 1979, USDA was involved in a number of far-reaching actions ranging from the preservation of the environment to development of a comprehensive energy plan. Also last year, U.S. agricultural exports helped brighten an otherwise unfavorable balance of trade picture with a record agricultural trade surplus of $15.8 billion.

"For these achievements, and many others, we congratulate this year's awardees in particular and all USDA employees in general."

Alan Campbell, director of the Office of Personnel Management and guest speaker at the ceremony, said: "One of the great pleasures of my job is to appear at ceremonies such as this, where we honor the best of the best—the men and women in federal service who have made particularly outstanding achievements which

cont'd on page 4

DISTINGUISHED SERVICE AWARDS

Agricultural Economic Development

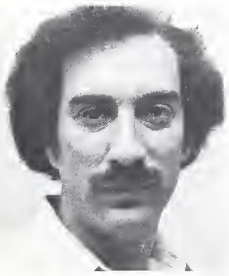
Glenn W. Burton, geneticist, SEA; Tifton, Ga.

For making a major contribution toward improving the amount and quality of forage crops and grasses necessary to meet the need for doubled food production by the year 2000, while protecting the quality and beauty of our environment.

International Agricultural Affairs

John A. Harris, assistant general counsel for production, distribution and assistance, OGC; Washington, D.C.

For his counsel and contributions to the Department and to the United States during a distinguished career.



Food Assistance

Robert Greenstein, administrator, FNS; Washington, D.C.

For exceptional achievement in directing the $9 billion federal food assistance programs and assuring management improvements at the federal and regional levels.

Management Effectiveness and Improvement

Newman B. Isom, acting regional director, Southwestern Region, FSQS; Dallas, Tex.

For proposing a new method for inspecting chickens which will provide major economic benefits to taxpayers and the poultry industry with no loss in consumer protection.

Audrey L. Warren, administrative assistant to the Secretary, SEC; Washington, D.C.

For exceptional contributions to the managerial effectiveness of the Department and unparalleled devotion to duty.

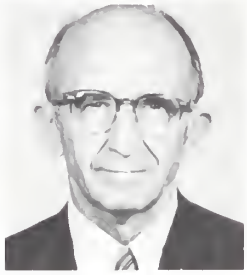
Curtis W. Sabrosky, research entomologist, SEA; Washington, D.C.

For outstanding world leadership in entomology and for exemplary contributions to the study of two-winged flies of importance in biological control.

Scientific Research

Stanley L. Krugman, chief research forest geneticist, FS; Washington, D.C.

For development of a strong international program of cooperative forestry research and tree seed exchange.



Ernest R. Sears, research geneticist, SEA; Columbia, Mo.

For pioneering studies in plant breeding and basic contributions to genetic theory, wheat improvement, and alleviation of hunger in the world.

DISTINGUISHED GROUP ACHIEVEMENT

International Agricultural Affairs

Multilateral Trade Negotiations Activity Group, FAS; Washington, D.C.

For exceptional contributions to the success of the Tokyo Round of Multilateral Trade Negotiations.

Management Effectiveness and Improvement

Snow Telemetry (SNOTEL) Development Team, SCS; Washington, D.C.

For pioneering a water supply forecasting system, based on space-age technology, that is getting vital data to water users in 11 western States faster.

Scientific Research

Mycotoxin Analytical and Chemical Research, SEA; Peoria, Ill.

For contributing to the protection of human health by developing standards and methods essential to excluding mold toxins from cereal foods, milk, and animal feed.

SUPERIOR SERVICE AWARDS

Education and Information

William Svendsgaard, CES; Minneapolis, Minn.

Velma Seat, CES; Corvallis, Ore.

J. Kenneth Perry, CES; Sylva, N.C.

Barbara L. Moyer, CES; Burton, Ohio

Rupert B. Johnston, CES; Mississippi State, Miss.

Margaret A. Heisler, FS; Portland, Ore.

Emergency Preparedness

James E. Salter, FNS; Jackson, Miss.

Energy Conservation

Ken Jones and **Sue Williams**, CES; Stillwater, Okla.

Environment and Natural Resource Protection

Windal R. Smith, SCS; Vienna, Ga.

Robert G. Halstead, SCS; Denver, Colo.

Arnold G. Davis, SCS; Fort Worth, Tex.

William J. Brune, SCS; Des Moines, Iowa

Stuart H. Slayton, FS; Carson, Wash.

Frederick C. Dutli, FS; McKenzie Bridge, Ore.

Dick S. Jackson, APHIS; Seattle, Wash.

Raymond M. Housley, Jr., FS; Washington, D.C.

EEO and Civil Rights

Alfred Vander Stucken, SCS; Victoria, Tex.

James D. Adams, FS; Missoula, Mont.

Heroic Action

Johnny W. Hayes, FSQS; Tuscaloosa, Ala.

Ora Dale Todd, FS; Frazier Park, Calif.

Rockey O. Krumbholz, FS; Prescott, Ariz.

Henry Lee Schatz, FAS; Tehran, Iran

International Agricultural Affairs

William S. Hoofnagle, OICD; Washington, D.C.

Maurice E. Johnson, CES; Moscow, Idaho, and **Dwight E. Palmer**, CES; Pullman, Wash.

Doyle E. Conner, FAS; Tallahassee, Fla.

Management Effectiveness and Improvement

Dan W. Ramage, NASDA; Columbia, S.C.

Charles H. McElroy, SCS; Fort Worth, Tex.

James W. Mitchell, SCS; Washington, D.C.

Benny Martin, SCS; Lincoln, Neb.

Tommy A. George, SCS; Portland, Ore.

Thomas M. Martin, OIG; New York, N.Y.

Floyd E. Cotton, OIG; San Francisco, Calif.

Daniel Brian Allison, FNS; San Francisco, Calif.

Florence S. Muranaka, ESCS; Honolulu, Hawaii

Shirley Aldridge, ASCS; Jackson, Ohio

Lillie E. Bluml, APHIS; Minneapolis, Minn.

Jack H. Mahaney, APHIS; Washington, D.C.

Robert D. Whiting, APHIS; Hyattsville, Md., and **Alex Samofal**, OGC; Washington, D.C.

Robert S. Morgan, FS; Hamilton, Mont.

Gale L. Vandeberg, CES; Madison, Wis., and **Howard G. Diesslin**, CES; West Lafayette, Ind.

Marketing and Consumer Services

Melvin C. Tucker, NASDA; Little Rock, Ark.

Floyd J. Doucet, FGIS; Pasadena, Tex.

James L. Smith, AMS; Washington, D.C.

Clay J. Ritter, AMS; Washington, D.C.

Paul R. Dickson, AMS; Lubbock, Tex.

Emma R. Breeze, AMS; Indianapolis, Ind.

George Piper and **Richard Benda**, FSQS; Marshalltown, Iowa

Rural Community Development

Danny W. Clement, SCS; New Orleans, La.

Robert Hugh Caldwell, SCS; Lexington, S.C.

Harlan C. Yokum, FmHA; Morgantown, W. Va.

John D. Purcell, FmHA; Albuquerque, N. Mex.

William H. Davenport, FmHA; Kinston, N.C.

Daniel E. McAllister, Jr., FmHA; Amherst, Mass.

Nelda Griffin, ESCS; Washington, D.C.

M. David Feld and **Glendon Deal**, FmHA; Washington, D.C.

Scientific Research

William M. Cranstoun, NASDA; Trenton, N.J.

David E. Zimmer, SEA; Tifton, Ga.

Thomas H. Vardaman, SEA; Mississippi State, Miss.

Austin C. Goheen, SEA; Davis, Calif.

Charles J. Arntzen, SEA; Urbana, Ill.

Ralph W. Clements, FS; Olustee, Fla.

William S. Folkman, FS; Berkeley, Calif.

Support Personnel

Joseph A. King, FS; Concrete, Wash.

Elden R. McRobert, SCS; Hillsboro, Ore.

Beatrice E. Magana, SCS; Temple, Tex.

Helen F. Steede, FGIS; Washington, D.C.

Superior Group Achievement

Agricultural Economic Development

Economic Development Division, Energy Impact Team, ESCS; Bozeman, Mont.

Education and Information

1979 Yearbook Concept and Production Team, OGPA; Washington, D.C.

Food and Diet Appraisal Research Group, Human Nutrition Center Design Division, OGPA; Washington, D.C.

Emergency Preparedness

The Contagious Equine Metritis Team, APHIS; Columbia, S.C.

Environment and Natural Resource Protection

Resources Program and Assessment Staff Unit, FS; Washington, D.C.

Food Assistance

Houston Branch Office, ASCS; Kansas City, Mo.

International Agricultural Affairs

Methods Development Staff, APHIS; Hyattsville, Md.

Management Effectiveness and Improvement

Contracts Section Procurement and Property Branch, FNS; Washington, D.C.

Temporary Employment Work Group, FS; Washington, D.C.

Test Group (Modified Traditional Inspection), FSQS; Dallas, Tex.

Office of the Inspector General Northeast Region Investigation Team—Opertion Fencerider, OIG; Hyattsville, Md.

Marketing and Consumer Services

Multi-Agency Sulfa Residue Reduction Program Task Force, APHIS; Washington, D.C.

Federal and State Special Compliance Task Force, FSQS; Washington, D.C.

Epidemiology Branch, FSQS; Beltsville, Md.

Polychlorinated Biphenyls Residue Analysis Team, FSQS; Washington, D.C.

Four Plant Potassium Sorbate Study Team, FSQS; Washington, D.C.

Rural Community Development

Winston-Salem Office Staff, FmHA; Winston-Salem, N.C.

Scientific Research

Livestock and Range Research Station, SEA; Miles City, Mont.

Presidential Management Improvement Award

Marion E. Meadows, Jr., veterinarian-in-charge, Veterinary Services, APHIS; Mission, Tex.

For his outstanding contribution to the eradication of screwworm infestations, thus helping to protect the livestock industry of our country and Mexico.

Presidential Recognition

The following USDA employees have received agency awards and Presidential recognition for their suggestions and special achievements which have produced tangible benefits of $5,000 or more:

Name	*Headquarters*	*Agency*	*Category*
Donna L. Campbell	**New Orleans, La.**	**O&F**	**Cost Reduction**
Harvey E. Gray	**Salt Lake City, Utah**	**ASCS**	**Cost Reduction**

USDA Winners of Major Non-USDA Awards

H. Nelson Fitton, Jr., acting head, Publishing Center, OGPA; Washington, D.C.

Received the 1980 Horace Hart Award designating him as an outstanding printing and publishing officer in the federal government.

Earl R. Glover, regional administrator, SEA; Peoria, Ill.

One of ten recipients of the 1979 Career Service Award sponsored by the National Civil Service League. The award is presented to employees who exemplify an outstanding record of efficiency, achievement, integrity, and dedication to public service.

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stand out even among the consistently high quality performances by you and all of your colleagues day in and day out.

"But, we cannot afford to rest on these achievements. Both the public and private sectors must strive to improve productivity growth even more, and it is people like those being honored here today who are setting examples for such growth.

"So, I congratulate the award winners and their families. And, I say thank you for your fine work, which too rarely receives the praise it deserves."

Deputy Secretary **Jim Williams** presented the honor awards to employees in the absence of Secretary Bergland who at the time of the ceremony accompanied President Carter to the scene of the Mount St. Helens volcanic disaster in the State of Washington.

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USDA Vol. 39, No. 13, June 18, 1980
Milton Sloane, Editor
Sharon Edwards, Assistant Editor

Dr. Francis J. Mulhern, administrator (ret.), APHIS; Hyattsville, Md.

Received the 1980 Roger W. Jones Award. The award is granted annually to two federal career executives who have demonstrated superior leadership.

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Employee Newsletter
of the U.S. Department
of Agriculture

'USDA'

Volume 39
Number 14
July 2, 1980

Cartwright "Wants To Be the Best"

As a youth in the late 1960's, **Charles "Chip" Cartwright** was like thousands of youngsters in cities and towns across the Nation. He wasn't quite sure what to do with his life.

Then he landed a summer job that helped him decide upon a USDA career.

Today, as a district ranger, Cartwright is responsible for managing 192,000 acres of the Okanogan National Forest in north central Washington, and is responsible for supervising more than 50 people. He also administers a budget of over a half million dollars.

Cartwright said that landing that summer job with the Forest Service—the agency he still works for—did a lot to help him choose a career. In that job, high atop a fire lookout tower on an Idaho mountain, Cartwright watched for forest fires and conducted a study of lightning.

"It was the summer after my freshman year in college," Cartwright recalls. "My studies hadn't been going well and there was uncertainty in my life. That job gave me time to think. I was alone for five weeks and a long way from home. I had never been so much on my own. After that summer I went back to school with a strong upbeat feeling about myself and what I could do.

"I discovered the full range of natural resource management activities of the Forest Service and decided I wanted a career with the outfit." In those days, Cartwright noted, "It was an uncommon step for a black to take.

"Counselors advised me against careers in natural resources and agriculture," he said. "The push was on for blacks to enter engineering, physics, and other technical areas. For many blacks, agricultural careers carried the stigma of field labor left over from the slave days."

Charles Cartwright (right), or "Chip" as his friends call him, checks on the installation of a wild bird feeder on a section of the Okanogan National Forest in the State of Washington. Managing wildlife habitat is one of Cartwright's duties as district ranger for the Forest Service.

Cartwright said he knew he was going against the tide, "especially since forestry schools then were predominantly white." Still, for the rest of his college years, he continued to work summers for the Forest Service.

"Every summer," Cartwright said, "I sought out something different from the previous year. The Bartlett Experimental Forest in New Hampshire gave me insight into the research side of forestry." Another summer, Cartwright said, he was a crew leader in Florida and remembers that he had to watch out for alligators and poisonous snakes.

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"I developed leadership skills," he laughed.

In 1970 Cartwright graduated from Virginia Polytechnic Institute and State University at Blacksburg, Va. Then he was called into the Air Force, where he served as a combat instructor and missile launch officer at the Davis-Monthan Air Force Base at Tucson, Ariz.

Two and one-half years later, Cartwright returned to his forestry career and was later promoted to district ranger. In time, Cartwright said, "I want to move up to become forest supervisor, and eventually go to Washington, D.C., where I might have a part to play implementing national policies in land management."

But those plans, he noted, are for the future. For now, he said, he's focusing on the work he does today. "Right now," Cartwright declared,"I want to be the best district ranger my skills will allow. By doing that, I can show young blacks that natural resource management careers are possible for them. I don't want anyone to overlook an exciting career like mine." □

Experience Pays Off For Farmers Home Worker

It takes most people four years to complete work for a college degree. It took **Nancy Ward** just over seven months.

As a reward for her efforts, Ward has advanced from a low-paying clerical job to a professional level position with Farmers Home Administration. She is now an assistant county supervisor with FmHA in Grand View, Idaho.

In her new position, Ward is responsible for making loans for farming and housing, providing loan information for businesses and community improvements, and for advising applicants on agricultural and financial matters, to make them more aware of improved farm management practices.

With FmHA for nearly a decade, Ward recounted the events that led to her success. "In the spring of 1977, I was a county office clerk in the Monte Vista, Colo., office of FmHA. I decided that I didn't want to stay in the clerical field. Nor did I want to return to journalism. So I set my sights on the supervisory field with FmHA which, at that time, required an agricultural degree. At that time, too, I only had a few hours of college.

A firm believer that "once you stop learning you're dead," Nancy G. Ward parlayed the knowledge she gained from experience (along with formal instruction) into a college degree. As a result, she advanced from an office clerk to assistant county supervisor with the Farmers Home Administration.

"With myself and a daughter to support," Ward continued, "there was no way I could stop working to attend school nor was it realistic for me to move to a college town and attend night school for umpteen years. So I searched for a 'correspondence' school which would be acceptable to FmHA."

Quite by accident, Ward said, she stumbled onto the Washington (D.C.) International College and enrolled in the school in November 1977.

After signing up for a semester, Ward said she then "goofed off" for a year during which time she moved to another city. Finally, she added, she really got down to working on her degree in April 1979.

Hoping to earn college credits for knowledge she had acquired from life, Ward said she designed a degree for herself that was closely related to degree programs at one the Nation's best agricultural colleges. The degree was designed with a double major—in agricultural management and business administration.

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At USDA Honor Awards Ceremony last May, Deputy Secretary Jim Williams (left) presented Superior Service Awards to Sue Williams and Ken Jones (right in top photo) for their leadership in directing an energy conservation program which resulted in energy and cost savings to the State of Oklahoma. They are employees of the cooperative extension service in Stillwater, Okla. Later in the ceremony, Williams also presented a Superior Service Award to Johnny W. Hayes, (right in bottom photo) for his heroic rescue of a woman whose automobile had plunged into flood waters. Hayes succeeded in saving the woman in spite of great personal danger, compounded by the victim's attempt to elude him while she was in shock. Hayes is a food inspector with the Food Safety and Quality Service in Tuscaloosa, Ala.

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For seven long months, Ward said, including weekends, evenings, and holidays, she spent hours producing a large quantity of material "to prove I had obtained knowledge through life-learning experiences which was at least equal to the knowledge I would have gained in an on-campus bachelor's degree program." Ward said she wanted to show what she knew in each course area (such as crop or livestock production, records management, financial management, lending, irrigation, soil and water conservation, and so on), how she had obtained the knowledge, and how the knowledge would be useful in her new chosen career field.

To complete the material, Ward said she even took three weeks of annual leave from her job and used a 22-year-old typewriter which she kept hoping would last until the project was completed.

Whenever she needed assistance, Ward said, she telephoned the college and that each time she mailed work in she sent along exhibits to substantiate her claim of knowledge and requested a specified number of semester hours credit for each course.

When she had completed more than the required 120 semester hours of work, Ward said she then flew to Washington to meet with the degree committee. In November 1979, she was awarded her degree with honors.

Ward said to get the degree, she earned 13 hours of credit from actual study through the college, and the rest of her credits from life-learning experiences.

As a result of obtaining the degree, Ward was selected from a civil service register to serve as an agricultural management specialist, and began duties last March as an assistant county supervisor. While pursuing her goal, Ward said she had encouragement from people at every level of FmHA—from the county office structure to the national office. She stated that she greatly appreciated the encouragement, as well as the help she received from the college.

Ward described the college as "an 'alternative' college that believes in providing individualized learning programs."

The new FmHA professional added that although "it was difficult and tiring to get to this point in my career—and I'll be paying back my student loan for several years—it was well worth it. I couldn't be happier with my new community, the office personnel, the public we serve, or the job in general. I feel as though I'm on my own Fantasy Island." □

A cooperative education program involving students of Hispanic heritage from New Mexico Highlands University was singled out for praise during the annual awards ceremony of the Technical Information Systems. TIS is part of the Science and Education Administration. The program was cited with an equal employment opportunity award. William Yagodich accepted the award for his work as program coordinator. Begun five years ago, the program features rotational training of minority group students at the TIS facility in Beltsville, Md. Flanking Yagodich (above center, holding the award) are students in the program. From left, they are: Ruben Aragon, Ernestine Gurule, Carmella Aragon, Gloria Regensberg, and Germaine Lopez. At right is Gerald Sophar, who initiated the TIS program. On hand to present the award was Dr. Richard A. Farley (at podium), TIS administrator.

No Work, No Pay?

Come this fall, the wheels of government—which sometimes are said to grind slowly—may come to a screeching halt.

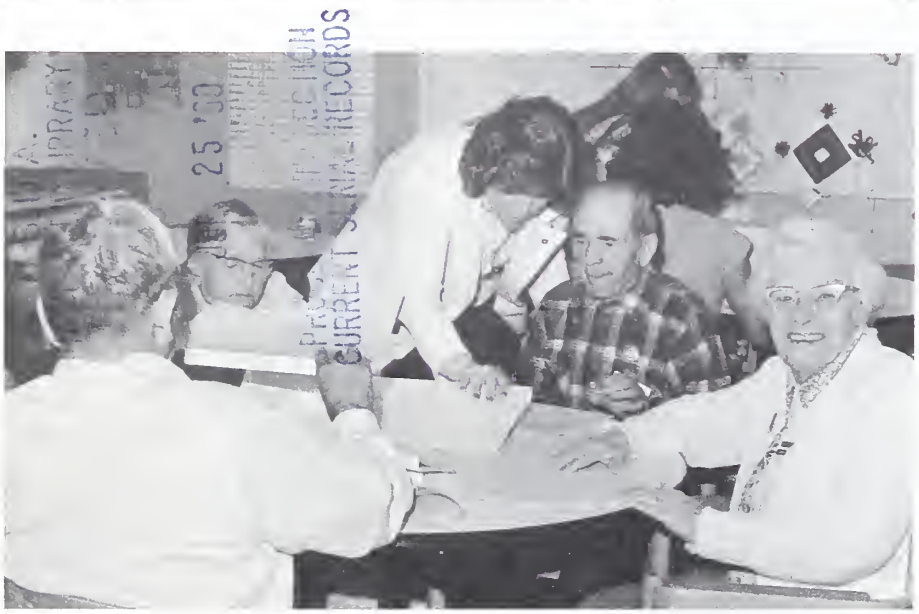
The Justice Department has ruled that under the 1870 Anti-Deficiency Act, agencies whose funding has been allowed to lapse by Congress must cease to exist. In other words, the agencies must go out of business.

In issuing the ruling, Justice noted that affected agencies may not conduct any more business once their funding expires, nor enter into any agreements for spending—such as requiring employees to come to work.

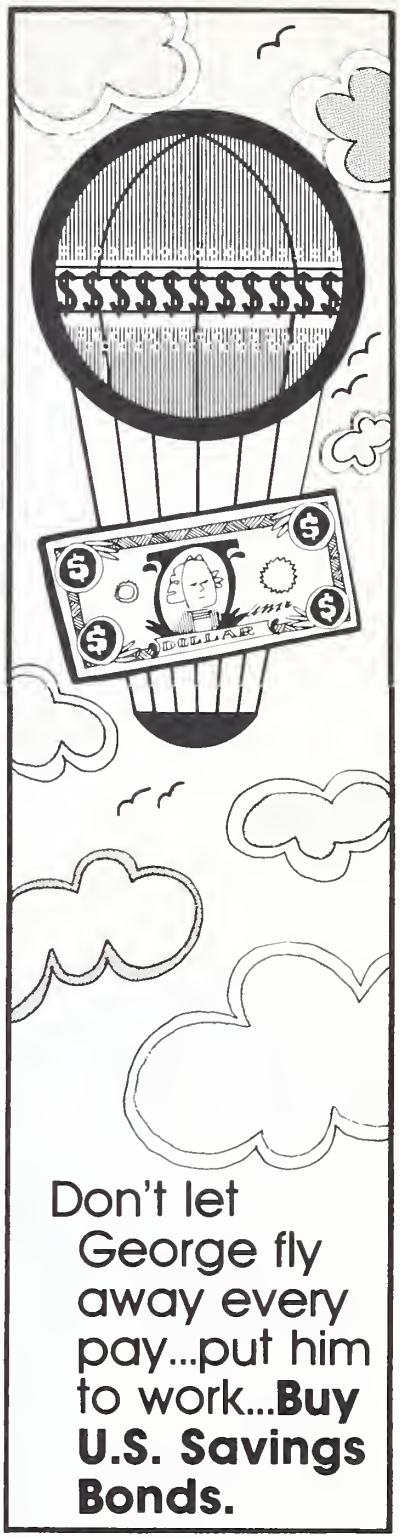
The agency added that "there are no exceptions to this rule," although it may be possible that federal officers can "incur minimal obligations necessary to closing their agencies."

In effect, the Justice Department ruling means that USDA employees—as well as other federal workers—may legally be barred from reporting to work should Congress fail to pass an appropriations bill for their agency or a continuing resolution. A continuing resolution permits agencies to continue operating at the level of the previous year's funding.

Retired USDA scientist Dr. George M. Darrow (center) returned to the Agricultural Research Center in Beltsville, Md., recently for the opening of an exhibit in his honor which displays Darrow's literature, illustrations, and plant specimens produced over his 46-year career with USDA. The 91-year-old horticulturist joined USDA in 1911 and remained with the Department until his retirement in 1957. During that time, Darrow's research included the breeding and improvement of blackberries and blueberries and the hybridization of flowers, as well as cultivation of the fruit for which he is recognized as an eminent breeder—strawberries. Congratulating Darrow on his distinguished contributions is Dr. Paul Putnam (left), acting director of the Beltsville research center; and offering Darrow a sampling of the fruit of his labor is Dr. Richard A. Farley, administrator for Technical Information Systems of USDA's Science and Education Administration. The exhibit will remain open at the National Agricultural Library Building through July 31.



Forest Service receptionist Jan Simmons (center) helps senior citizen volunteers assemble an information package, called a "Teacher's Guide to Conservation Information." Employed in the Forest Service office in Albuquerque, N. Mex., Simmons suggested the idea for the package to assist teachers in selecting conservation materials for school use. Simmons hopes that the package will focus more attention on environmental education, and that it will eliminate waste which frequently occurs when teachers order materials sight unseen. The eventual goal, Simmons says, is to put the information package into every school library in Arizona and New Mexico. Contributing material for the package was the Southwest Fire Council, which consists of several State and federal agencies.



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Milton Sloane, Editor
Sharon Edwards, Assistant Editor

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Employee Newsletter
of the U.S. Department
of Agriculture

'USDA'

Volume 39
Number 15
July 16, 1980

National Herb Garden Opened

June 12, 1980 marked the dedication and opening of the new National Herb Garden at the National Arboretum in Washington, D.C.

Joan Mondale, wife of Vice President **Walter Mondale**, attended the dedication ceremony and accepted the garden on behalf of the American people, and entrusted its care to USDA. Mrs. Mondale is honorary chairwoman of the Federal Council on the Arts and the Humanities.

Also participating in the formal dedication were **Secretary Bergland**; **Congressman Jamie L. Whitten**, chairman of the House Appropriations Committee; **Anne Burrage**, a founder of The Herb Society of America; and **John L. Creech**, director of the National Arboretum.

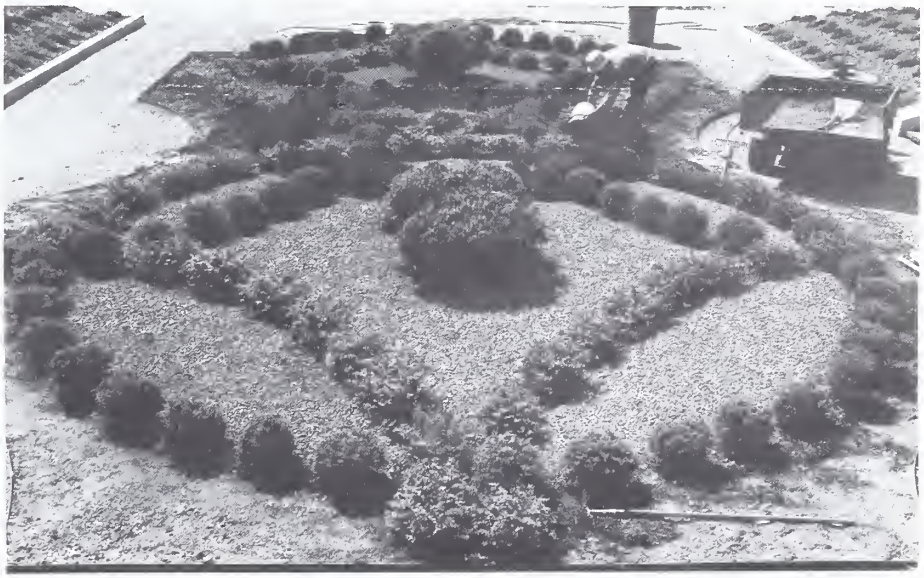
Eight years in planning, the two-acre garden was made possible by a $200,000 gift from The Herb Society, matched by an equal $200,000 appropriated by Congress.

Contained within an expanse of meadow, the herb garden consists of three separate but closely related sections—the knot garden, the historic rose garden, and the speciality garden—altogether containing some 7,000 herbal plants. They illustrate the role of herbs as flavoring agents; as medicinal, fragrant, and day plants; as ornamentals in garden design; and as sources of various industrial products.

Holly Harmar Shimizu, curator of the new herb garden, conducted lecture tours to acquaint the public with the new garden. "We have been extremely busy the past few months getting the garden

cont'd on page 2

Secretary Bergland (second from right) joined Joan Mondale (right) in dedicating the new National Herb Garden at USDA's National Arboretum in Washington, D.C. Packing soil around a dwarf blue cypress is the herb garden curator Holly Harmar Shimizu. Far left is director of the arboretum John L. Creech. The arboretum is part of the Science and Education Administration.



Overhead view of the intricate Knot Garden, one of three gardens which make up the National Herb Garden. Forming the knot are three interlinked chains, each made of a single plant species—Japanese holly, dwarf blue cypress, and dwarf arborvitae. Crushed brick fills open space between the chains.

cont'd from page 1

ready," Shimizu said. "Now we can begin to give more attention to the main purpose of the garden—its educational mission."

Erik Neumann, education curator of the arboretum, said that later events being planned for the new herb garden will deal with subjects such as cooking with herbs and using herbal dyes for dyeing fabrics.

The new herb garden—as well as the National Arboretum—is open to the public seven days a week.

When Duty Calls

Almost every day, someone somewhere is called to serve jury duty. If you are ever called, remember that there are certain procedures to follow to fulfill your responsibility to your employer and to the court.

When you receive a summons for jury duty, notify your supervisor as soon as possible. Give him or her sufficient time to readjust the office workload. If you are selected for jury duty, keep the supervisor informed of when you will be absent from work and for how long. Always report promptly to court on the days you are to serve on jury duty, and follow the court's instructions on which days to report for duty.

Federal regulations state that while on jury duty, permanent and temporary employees—both full-time and part-time—are entitled to receive court leave. They may not be charged annual or sick leave while serving on a jury. However, employees are required to show evidence of their jury service in the form of a statement from the court.

Employees may also receive court leave to appear in court for a screening session to determine their eligibility for service as a juror.

The regulations add that any employee who is excused from jury duty by the court for one day, or even a substantial portion of a day, is expected to return to work unless the employee works at night, or faces a hardship getting to work because of distance.

The regulations also state that when an employee serves as a juror during a five-day period which does not coincide with the employee's regular tour of duty, "it is interpreted that the employee's work tour is changed to coincide with the five-day tour as a juror."

For more information on jury service, and on official time off to serve as a witness, contact your agency personnel office.

Two Number 2's Named

In a recent two-week period, Secretary Bergland announced the filling of two high-level positions in the Department.

The Secretary announced that **Thomas L. Burgum** had been named deputy assistant secretary for rural development, and that **Dr. Ned D. Bayley** had been appointed deputy assistant secretary for natural resources and environment.

The Secretary said that Burgum will serve as deputy to assistant secretary **Alex P. Mercure**, who directs the operations of the Farmers Home Administration, the Rural Electrification Administration, and the Rural Telephone Bank.

Burgum has been acting in his present position since January, after having served a year as assisant to REA administrator **Robert Feragen**. Burgum, 45, is a native of North Dakota and a graduate of the University of North Dakota Law School.

Dr. Bayley, who will serve as deputy to assistant secretary **M. Rupert Cutler**, will help oversee activities of the Soil Conservation Service and the Forest Service. Dr. Bayley has been a staff assistant in USDA since 1973.

A native of Battle Creek, Mich., Dr. Bayley holds a doctorate from the University of Wisconsin at Madison and has studied public administration at Harvard Graduate School. In 1970 he received the National Civil Service League Award for federal career service, and in 1977 received the Order of Merit from the government of Spain.

Thomas L. Burgum, deputy assistant secretary for rural development.

Dr. Ned D. Bayley, deputy assistant secretary for natural resources and environment.

Emergency Operation Gets Off the Ground

At 1 p.m. one day last February, the "Life Flight" medical helicopter service of Emanuel Hospital in Portland, Ore., was alerted to an accident at a grain elevator five miles away. One of the longshoremen had taken a bad fall and was going into deep shock.

Seconds after the call was received, the helicopter was on its way. Four minutes later it touched down at the elevator. Within 10 minutes, two nurses had stabilized the victim and readied him for transport. Preparation included monitoring his heartbeat, taking his blood pressure, and administering an IV. The victim then was placed on a stretcher and into the helicopter to be taken back to Emanuel. Time: 1:16 p.m.

The situation just described was real. The accident was not. It was part of a demonstration staged for employees of the Federal Grain Inspection Service (FGIS) and longshoremen at the grain elevator to show how the helicopter service can work in an emergency.

Because of the highly explosive nature of grain dust, the heavy equipment around a grain elevator, and the need for climbing into and out of barges and ships, grain storage and shipping can be very dangerous. **Bill Ridings,** safety officer for the FGIS field office in Portland, spends his time making sure his working conditions at elevator sites meet FGIS safety standards and that FGIS and other elevator employees are prepared for serious accidents.

The February Life Flight demonstration was one of many staged during the past year to familiarize FGIS and elevator employees with the service.

Ridings became familiar with Emanuel Hospital's helicopter service in May 1979 while training to become an emergency medical technician. He immediately recognized its value in situations where speed is critical, ground access difficult (as at a pier), and special drugs or equipment are needed.

A medical radio network allows Ridings or the field office supervisor to activate Life Flight. The network, the first in FGIS, provides two-way communication with the helicopter or the hospital. Soon the system will have the capability of calling regular ambulances or fire department paramedics.

According to **John Hopkins**, Life Flight program coordinator, Emanuel Hospital's helicopter service is the fourth of its kind in the country. It was initiated in March 1978 following similar successful programs in Denver, Houston, and Pensacola, Fla. Today, there are about 25 programs in operation.

Hopkins explained that Life Flight operates like a commercial ambulance service, that is, it charges a fee for service. It is especially designed to serve high-risk industries, such as grain, lumber, and utilities, and is manned around the clock by a pilot and a trained flight nurse. The service is restricted by the helicopter's fuel capacity to a 130-mile radius of the Portland area.

Even though Life Flight is based at Emanuel, the helicopter will transport patients to other hospitals in the area when timing is critical. About half the Life Flight patients are taken to other hospitals, Hopkins said. Since its inception, Life Flight has received 389 calls, for an average of 15 to 25 calls a month, Hopkins added.

For Bill Ridings and other FGIS safety officers, the well-being of the men and women working in the grain industry is serious business. "In my work," says Ridings, who proudly wears the Life Flight cap given to him by the helicopter crew, "Portland's flying medical service is truly a lifesaver."

story by Barbara Kohn

Within minutes after a staged accident at a grain elevator in Portland, Ore., nurses transported by helicopter rush to victim, escorted by "Life Flight" program coordinator John Hopkins (right foreground) and FGIS safety officer Bill Ridings (wearing cap).

Nurses administer aid and ready victim for transport to Portland hospital.

Children's Art Fair Sponsored

The Organization of Professional Employees of the Department of Agriculture (OPEDA) is sponsoring an art fair for children and grandchildren of USDA employees in the Washington, D.C., area.

Eligible to participate are children, between the ages of 4 and 18 years, of USDA employees working in or near Washington, D.C., including Beltsville and Hyattsville, Md. and Rosslyn, Va. Noting that last year's art show was very successful, Secretary Bergland is encouraging wide participation in this year's contest. The theme for art entries is "What Agriculture Means to Me."

OPEDA is also encouraging field office personnel to sponsor art fairs locally, and is making available contest guidelines. Employees who wish to receive the guidelines may write to OPEDA at P.O. Box 381, Washington, D.C. 20044.

Deadline for entries is August 1. All artwork must be 11 × 14 inches, including frame, and should be submitted to employees' respective agencies. Entries will be displayed and judged by each agency between August 6 and 13, and Departmental judging of agency first place winners will be held on August 14 and 15. Winning contestants will be awarded at a ceremony in the Patio of the Administration Building on August 19. First place winners will receive a $50 U.S. Savings Bond, and runners-up will receive checks ranging from $10 to $20.

Following are contacts for USDA agencies participating in the art fair:

While touring USDA offices, children of employees pause to examine a sophisticated microscope used by scientists for agricultural research. Pictured are Dr. Ron Daly (center) and his son Michael, age 9. Dr. Daly is an employee of the Science and Education Administration and chairman of this year's task force for a children's art fair sponsored by OPEDA. At right in photo are Audrey Talley and nine-year-old Doria Lynn Schauer, daughter of USDA employee Michael Schauer (Agricultural Stabilization and Conservation Service). Talley is employed by the Foreign Agricultural Service and is also a member of the task force.

AMS—Judy Boley, Rm. 1096-S
APHIS—Susan Spruill, Rm. 1140-S
ASCS—Bruce Merkle, Rm. 8-W Admin. Bldg.
BCA—Jane Pipkin, Rm. 2912-S
ESCS—Debbie Tillman, Rm. 476-GHI
FAS—Sarah Shutt, Rm. 5071-S
FCIC—Shirley King, Rm. 6213-S
FGIS—Sarah Liebowitz, Rm. 1636-S
FmHA—Sheldon Lippman, Rm. 4121-S
FNS—Lenneise Beatty, Rm. 704-GHI
FS—Delmar Jaquish, Rm. 3219-S
FSQS—Barbara Morris or Helen Tegnell, Rm. 1163-S
OALJ—Peggy Smith, Rm. 1049-S
OEO—Jo Ann Vincent, Rm. 242-E Admin. Bldg.
OEQ—Peter Smith, Rm. 412-A Admin. Bldg.
O&F—Maggie Esformes, Rm. 43-W Admin. Bldg.
OGC—Sue Kaul, Rm. 2041-S
OGPA—James Schleyer, Rm. 522-A Admin. Bldg.
OICD—Beverly Sahagun, Rm. 6549-S
OIG—Nancy Sullivan, Rm. 40-E Admin. Bldg.
OP—Sharon Roth, Rm. 320-W Admin. Bldg.
OSDBU—Stella Hughes, Rm. 4103 Aud. Bldg.
OSHM—Deborah Jones, Rm. 48-W Admin. Bldg.
OT—Dorothy Smith, Rm. 1405 Aud. Bldg.
REA—Jean Mosley, Rm. 4029-S
SEC—Angela Miller, Rm. 147-E Admin. Bldg.
SEA—Grace Greenfield, Rm. 413-W Admin. Bldg.
SEA—Edith Barnhill, 5th floor NAL, Beltsville
SEA—Marina Tonello, Rm. 556 PGP, Hyattsville
SEA—Mildred Rider, Rm. 123, Bldg. 005, BARC-W
SEA—Karen Walker, Rm. 239, Bldg. 003, BARC-W
SEA—Dr. Harold Molien, Rm. 113, Bldg. 002, BARC-W
SCS—Jodell Kurty, Rm. 6110-S
WFAOSB—Ellen Hart, Rm. 3509-S

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Milton Sloane, Editor
Sharon Edwards, Assistant Editor

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Employee Newsletter
of the U.S. Department
of Agriculture

'USDA'

Volume 39
Number 16
July 30, 1980

75 Years of Forestry in USDA

This year marks the 75th anniversary of the Forest Service.

Since its birth, the Forest Service has evolved into the Nation's leading renewable natural resource management agency, employing thousands of well-trained men and women and using the latest technology.

To carry out its mission, the Forest Service has its own fleet of planes, its own pilots, its own nurses, criminal investigators, and firefighters called "smokejumpers" who can be dispatched anywhere practically on a moment's notice.

In all, the agency employs over 21,000 permanent people, in addition to the thousands of seasonal workers, in 244 different occupations. Most common among Forest Service positions are those of forester, district ranger, landscape architect, outdoor recreation planner, wildlife biologist, surveyor, cartographer, range conservationist, and forest products technologist.

In celebration of its birthday, the Forest Service is urging Americans to plant a tree on their own birthdays, or one honoring a relative or friend.

Following is a brief account of the agency's highlights:

In celebration of the Forest Service's 75th anniversary, Vice President Walter Mondale and four-year-old Gifford Pinchot IV (great-grandson of the first Forest Service chief) plant an Eastern hemlock at the Pinchot Institute for Conservation Studies in Milford, Pa. Earlier in the day, national conservation and user organizations planted 75 other trees to commemorate the anniversary. Participating in the ceremony above were (left to right): Lt. Gov. William Scranton III of Pennsylvania (with polka dot tie), Secretary Bergland, Forest Service Chief R. Max Peterson, and Dr. Thomas Ripley, vice president of the American Forestry Association.

By the time this Nation celebrated its first centennial, lumbermen had stripped the forests of the East, were fast clearing the great pine forests of the North, and were preparing to move on to the South and West. The spirit of the times was profiteering, and organized and reckless abuse of natural resources prevailed. Little heed was paid to the needs of the future.

Reaction to this abuse gave rise during this time to the forestry and conservation movement in America.

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In 1876, in support of the wise use and conservation of resources, Congress authorized $2,000 to determine the best means of managing forests.

Fifteen years later, it authorized the establishment of the first forest reserves and entrusted care and protection of the lands to the Department of the Interior. By 1897, over 38 million acres of forest land were safeguarded from selfish speculation.

In 1905, the forest reserves were transferred to the Department of Agriculture, and the Forest Service was born. The agency was the first federal office to adopt the "Service" designation. **Gifford Pinchot**, who was this Nation's first native professional forester, took part in the birth of the Forest Service and became the agency's first Chief.

The new agency employed 734 people and was entrusted with 60 reserves (later renamed National Forests) covering 56 million acres of land.

As "keepers of the forests," the first forest rangers were mostly outdoorsmen who patrolled National Forest lands from horseback. The rangers acted mainly as custodians, protecting the forests and range from fire, poachers, and trespassers.

Over the years, the rangers' role expanded tremendously, prompting the wife of one ranger to write a book. The author was **Roberta McConnell**, wife of **Earl A. McConnell** who was a ranger between 1921 and 1955. Following is an excerpt from her 1950 book *Never Marry a Ranger.*

"He knows, and puts to constant use, practically everything there is about nature, animal husbandry, and assorted flora and fauna. He can serve as a clinical psychologist and has a ready working knowledge of everything from engineering and construction problems to the control of false labor pains (on both humans and heifers).

"Instead of just running around stamping out cigarette butts and

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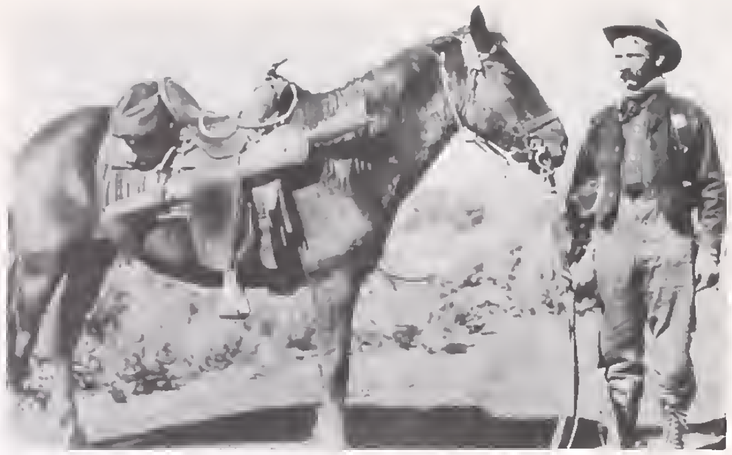

In the early days of the Forest Service, as this 1910 photo illustrates, forest rangers patrolled their territory from horseback and were ready for just about anything. Pictured is Jim Sizer, forest ranger on the Apache National Forest in Arizona.

Since the early 1940's, the Forest Service has trained special crews of firefighting parachutists called smokejumpers. In this photograph taken in 1957, one smokejumper has cleared the aircraft and another is just outside the door over the Okanogan National Forest in Washington.

The lookout's assignment hasn't changed much over the years and has always been a lonely one that demands alertness and devotion to duty. Helen Dowe's station in 1919 was the Devil's Head Fire Lookout on the Pike National Forest in Colorado.

More recently, this crew of firefighters was working hastily to create a firebreak on the Angeles National Forest in California.

Above is a 1943 cartoon of Smokey Bear drawn by Harry Rossoll, first southern regional illustrator in the Atlanta, Ga., office. After considerable refinement, Smokey's image became popular nationwide as the symbol for fire prevention. Today, Smokey's face alone (below) is enough to remind visitors to National Forests of their role in preventing forest fires.

living up to his romantic reputation, the ranger divides his time between trees, soil, watersheds, cows, horses, sheep, cattlemen, sheepmen, fishermen, hunters, picnickers, and the Boss, while his hapless wife divides her time between answering the door and wondering whether the next person who knocks will fall dead at her feet or just jiggle around and want to know where the devil the bathroom is."

Other accounts of early Forest Service life are documented on tape under the agency's oral history program.

In an interview under the program, former Forest Service employee **Harry L. Rossoll**, the first regional illustrator in Atlanta, Ga., recalled the day a coworker suggested using a bear as a fire prevention symbol. The coworker was **H. M. Sears**, who is credited with conceiving the idea of "Smokey Bear." Following is Rossoll's recollection:

"So when Sears came to me one day with the suggestion of using a bear as a fire prevention symbol I said, 'Sure, why not? He can stand up like a human being. And when he's talking, I can put the words in a balloon—like in cartoons.'

"So back in 1943, I drew the Smokey Bear cartoon. I put a pair of pants on him, and a hat with a strap on it, like the old World War I campaign hat. He wasn't a very good-looking bear—he had a big bulb nose, and he looked more like an opossum than a bear. I admit now that he didn't look too good!"

Smokey first appeared in poster form in 1945—after undergoing some cosmetic improvements—and has been the Nation's most prominent fire prevention symbol since. In 1950, Smokey "came to life" when a badly burned brown cub was rescued from a fire on the Lincoln National Forest near Capitan, N. Mex. The little cub became the living symbol of Smokey Bear and took up residence in the National Zoo in Washington, D.C.

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In addition to Smokey's role in preventing forest fires, the Forest Service noted that over the years airplanes have played a major role in helping the agency meeet its responsibilities—from fighting fires to transporting accident victims to controlling insects.

In battling forest fires, the agency said, aircraft have been used for dropping fire retardants to slow down or extinguish fires and to rapidly transport crews of smokejumpers, or trained parachutists. The Forest Service added that smokejumping soon became a full-fledged segment of the total fire-control program from its beginning in 1938 on the Okanogan National Forest in Washington.

The agency pointed out that in 1939, pioneer smokejumper **Chester N. Derry** devised the first maneuverable parachute after experimenting with the idea for several months. Derry came up with the idea of a slotted parachute to give smokejumpers maneuverability and control over direction. In honor of its inventor, the chute is now called the "Derry parachute."

The Forest Service not only preserves forest land with its fire prevention and control programs, but also constantly searches for ways in which to improve the quality of forests through research. In 1975 the Forest Service experienced an all-time high in forestry research when the United States participated in a joint scientific venture with the Soviet Union. During the historic venture, in which American and Soviet spacecraft met in outer space, a small box of seeds developed by the Forest Service was given to the Soviet astronauts. The box contained a small amount of genetically superior white spruce seeds which were developed by Forest Service scientists at the Institute of Forest Genetics in Rhinelander, Wis. The seeds were given to the Soviets to grow in the Moscow area. The gift of seeds was delivered by Apollo Flight Commander **Tom Stafford** to Soyuz Commander **Aleksey Leonov**.

Finally, not the least of the Forest Service's contributions to improving the Nation's valuable resources are its programs for the unemployed. During the Depression years and up until the United States became involved in World War 11, the Forest Service operated the Civilian Conservation Corps (CCC), which provided jobs for hundreds of thousands of idle young men and aided in the recovery of the national economy. CCC also served the conservation cause.

The Forest Service has long recognized the Nation's youth as a valuable resource and has provided on-the-job training and employment opportunities through the Civilian Conservation Corps during the 1930's, and more recently through the Young Adult Conservation Corps.

In keeping with the Forest Service's 75th birthday theme, employee Wally Shiverdecker (right) and a young friend, Paul Castro, plant a tree at Shiverdecker's Washington, D. C., suburban home.

During their service, the CCC workers planted large acreages of trees, and in some cases, virtually restored entire forests. They also carried out other tasks when needed, such as fighting fires, constructing roads, and building portable stoves and fireplaces for national forest picnic areas.

An offshoot of the CCC is the current Young Adult Conservation Corps (YACC) which the Forest Service administers in cooperation with the Interior Department. The objectives of the YACC are much the same of the old CCC: to achieve needed conservation work on public lands, to provide gainful employment for young men and women, and to give young people the opportunity to gain an understanding and appreciation of the Nation's environment and heritage.

In commemoration of its 75th birthday, the Forest Service reminds citizens that trees are one of our greatest friends in that they provide numerous products which are used every day.

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Employees Bridge Communications Gap

At sign language class in the Nation's Capital (above), Barbara Carter (left), of the Economics, Statistics and Cooperatives Service, demonstrates the sign for the word "kingdom" with instructor Adele Shuart. A management assistant, Carter was one of many ESCS employees who initiated the sign language course to better communicate with a hearing-impaired coworker. In Columbia, Mo., Soil Conservation Service employees (below), who also initiated a sign language course to communicate with a coworker, apply part of their new knowledge by demonstrating a sign at one of their regular class meetings. From left to right, at far left aisle, are: Jean Cowell (with pipe), Warren Elliott, Eldon DeWall, Michael King, Richard Brown, Alton Taylor, Ivy Cagle, Ann Caple, Jean Herman, Jo Torres, Jan Woods, Mamie Sapp, and Marilyn Albin. Seated in middle section (clockwise from lower left) are Clarence Porter, Marie Latty, Don Allison, Judy Robinson, and Laura Bono.

It happened on separate occasions in Columbia, Mo., and in the Nation's Capital.

A small group of workers met in a USDA conference room to undergo special training. At the beginning of each meeting, the employees exchanged the usual pleasantries about the weather, their jobs, their hobbies, and the high cost of living.

What was not so usual was that both groups of employees—all of whom could speak and hear—were taking a sign language course.

Why were they taking it? To establish a line of communication with one of their fellow workers. In the Nation's Capital, employees of the Economics, Statistics and Cooperatives Service wanted a way to communicate with **Cheryl Kent**, a deaf and very likable coworker with whom they all feel an affinity. A writer-editor by trade, Kent works in ESCS' administrative unit.

Explaining how the course came about and why she enrolled in it,

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management analyst **Shirley Monroe** said: "We decided to arrange for the course because we wanted to better communicate with Cheryl. So we contacted the people in our EEO office, who in turn contacted Gallaudet College (a school for the deaf). A short time later, the arrangements for the course were made."

Monroe said a large number of ESCS employees wanted to take the course, but because of a limitation (the course was restricted to 20 people), first preference was given to those who work most closely with Kent. In addition to Monroe, the employees included branch chief **Henry Altenberg**, **Nancy Barnes**, **Barbara Carter**, **Jack Cupit**, **Geri Delissio**, **Bill Duggan**, **Martha Evans**, **Anna Grayson**, **Karin Kobre**, **Mike Kruger**, **Phil Lando**, **Brenda Manis**, and **Sharon Milam**. Also, **Dan Rowett**, **Millie Russell**, **Becky Schladensky**, **Leonard Vaughn**, and **Susan Webb**.

During the course, the students worked in pairs learning and demonstrating each new sign, and learning to say basic things. They also took turns calling the roll in sign language. Classes for the course were held every Monday and Wednesday, and were led by an instructor who is also deaf. The instructor, **Adele Shuart** of Gallaudet, said that throughout the training the ESCS employees were "very relaxed" and seemed to enjoy the course thoroughly.

An ESCS representative said the course may be offered again this fall because of the large number of employees who expressed an interest.

In a similar undertaking, a group of employees with the Soil Conservation Service set up a sign language course last fall in their Columbia, Mo., office building. Like their Washington counterparts, the SCS employees, too, wanted to communicate with a deaf coworker.

The Missouri workers wanted to communicate with **Donna Cochran**, a supply clerk who was accompanied by an interpreter during the early stages of her employment.

When the interpreter's services were no longer available, Cochran's coworkers noticed that a breakdown in communications occurred. So a number of them made arrangements to take a sign language course.

Through the public school system's community education programs, the employees acquired an instructor, **Samuel Waters**, to teach them sign language four hours a week. Among those who "signed" up for the course were **Marilyn Albin**, **Don Allison**, **Laura Bono**, **Richard Brown**, **Ivy Cagle**, **Ann Caple**, **Patty Carico**, and **Jean Cowell**. Also taking the course were **Eldon DeWall**, **Warren Elliott**, **Jean Herman** , **Michael King**, **Marie Latty**, **John McCarthy**, **Clarence Porter**, **Judy Robinson**, **Mamie Sapp**, **Alton Taylor**, **Jo Torres**, and **Jan Woods**. On occasions, Cochran herself attended the training classes to offer whatever assistance she could.

Michael King, who is administrative officer for SCS in Columbia, said he believes the course will help eliminate problems. "We have 64 employees in this office, so with 20 having taken the course, one out of three can now sign with Donna. There's always someone in arm's reach who can communicate with her.

"We feel that hiring the handicapped is good business. If more courses like this were made available to employees, agencies might be encouraged to use their handicapped employment authorities."

Although the sign language courses in both agencies were designed primarily for communicating on the job, many ESCS employees said they plan to use the course for other purposes.

Martha Evans said she plans to use it "watching television programs that use sign language to reach deaf people."

Anna Grayson will "use it to communicate with neighborhood friends."

Phil Lando said he will use it "to converse with deaf job applicants." Lando is selective coordinator for ESCS.

And **Karin Kobre**, who was a special education teacher before joining ESCS as a management analyst, said "one day I might use it to teach deaf children." □

Plans for next year's celebration of the 75th anniversary of the Meat Inspection Act got underway in USDA recently with a little help from some friends. Three retired meat inspection officials attended a planning session with USDA meat and poultry inspection chief Dr. Victor H. Berry and members of his staff. The three now live in the Washington, D.C., area. Plans for the anniversary celebration include an exhibit depicting highlights from the meat inspection program's 75 years of existence. Activities will be held in the field as well as in the Nation's Capital. Attending the planning session in offices of the Food Safety and Quality Service were, from left: Ned Rice of FSQS, retirees Dr. W. O. Caplinger and William Trowsdale; Dr. Berry; Dr. W. H. Irvin; and retiree Dr. E. A. Murphy (right).

An Act of Fair Play

When produce marketing shifted with this country's technological and transportation revolution more than a half-century ago, farmers encountered new risks.

One was getting paid for the fruits of their labors.

Dealing directly with local buyers and consumers became a thing of the past. Long-distance commercial trading became the new thing, and farmers found they had little recourse when buyers didn't pay them or rejected their produce without good cause.

In 1930—exactly 50 years ago this year—Congress responded to the need of growers and other traders for a code of fair play by passing the Perishable Agricultural Commodities Act (PACA). PACA provides the mechanism, through a system of counseling and enforcement of contracts, to settle trade disputes promptly and recover payments owed so that each load of produce can move through marketing channels and on to consumers quickly.

Congress asked USDA to administer the law, and today that task is carried out by the fruit and vegetable division of the Agricultural Marketing Service (AMS).

Assistant Secretary **P. R. Smith**, under whom AMS falls, said that PACA has been a very good law, and "in fact has gotten better as time has gone on. Legislative amendments have kept it up to date with current marketing practices in the produce industry.

"Our PACA representatives today service 173,000 farmers and 85,000 others who deal in produce, including retailers," Smith noted.

He added that anyone seeking advice on how to avoid specific contract problems with fruit and vegetable purchases or sales can call a regional hotline. "Our PACA representatives in Chicago, Fort Worth, Los Angeles, New York City, and Washington, D. C., answer about 25,000 calls a year from people in the produce industry and counsel them on how to steer clear of business problems.

Before PACA was passed, farmers (like these strawberry growers in 1924) had little recourse when they didn't get paid for their products or when their produce was rejected by buyers without good cause. Today, through the 50-year-old Act, farmers and dealers have a mechanism for settling trade disputes so that produce can move quickly through marketing channels.

"When problems occur, PACA representatives on request will go to work on a complaint and help all parties to a contract recover what is rightly theirs."

Smith said about 75 percent of the 3,000 specific complaints that the PACA representatives handle each year are settled informally, recovering about $8 million for those in the produce industry. A formal complaint procedure is used for more serious cases, with all parties to the complaint submitting evidence.

A licensing system, now being automated for more efficiency, was also set up by the law in 1930. "Licenses help enforcement since a licensee can lose eligibility to operate in the interstate or foreign produce business for a pattern of violations," Smith said. "A firm has to clear up its undesirable business activities if it wishes to stay in or re-enter the produce industry."

Smith said that about 16,000 commission merchants, dealers, and brokers are currently licensed, and the fees pay the cost of administering the PACA program. He added that farmers who sell only produce they have raised don't need a license, but they are free to file complaints as others may do when they have been unfairly treated in a contract agreement.

Smith said that PACA has served well in reducing the risks in farming and in taking the $50 billion produce industry a long way since legislators 50 years ago used words like "unscrupulous, exploitation, and robbery" to describe produce marketing conditions.

Story by Dale May

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USDA Vol. 39, No. 17, August 13, 1980
Milton Sloane, Editor
Sharon Edwards, Assistant Editor

As office assistants in Austin, Tex., these four university students are gaining firsthand knowledge of the techniques of collecting statistical data and making estimates of Texas crop and livestock production. Returning to school this fall, the students worked throughout the summer in the Texas State Statistical Office, which is part of USDA's Economics, Statistics and Cooperatives Service. The training and experience are designed to assist students who have expressed an interest in agricultural careers. From left to right, the students are Gerardo Ramirez, Texas A&I University; Christine Rothe, Texas A&M University; Minnie T. Hamilton, Texas Tech University; and Larry Woodson, Prairie View A&M University.

It may not look like much now, but this huge chunk of wood (which a Forest Service technologist is pouring a solution over) was once part of a National Christmas Tree. It was part of the 55-foot white spruce displayed in the Nation's Capital last year. Now back in its home State, the wood has undergone treatment in Madison, Wis., to preserve it from dimensional changes such as cracking, warping, and shrinking. The wood was treated with a solution at the Forest Products Laboratory. Researchers say the solution gives the wood the ability to resist 80 percent of the changes untreated wood normally goes through as it dries. Because the wood has been treated, James Berlin, supervisor of the Nicolet National Forest in Wisconsin, said he's thinking about using it to make an office table. In photo above, Hiram Hallock (left) and Kent McDonald help keep the wood covered in the solution.

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DC BRANCH

Employee Newsletter
of the U.S. Department
of Agriculture

'USDA'

Volume 39
Number 18
August 27, 1980

Some Very Special People

When federal employees or job applicants feel they have been discriminated against because of race, sex, religion, age, or for any other reason, they are also likely to feel buried in a heartless, bureaucratic tangle.

To assist such people—by improving avenues of communication between employees and management—the government established the Equal Employment Opportunity (EEO) Counselor Program. The program provides a ready means of handling discrimination complaints quickly, diplomatically, and informally.

Employees should know that the informal complaint is the required first step in the discrimination complaint process, and that counselors have 21 days in which to resolve employee problems. After that time, dissatisfied employees have the right to file a formal complaint with their agency.

Last year, counselors in the Food Safety and Quality Service (FSQS) resolved 85 percent of the informal complaints they received, saving the agency over half a million dollars and earning it the distinction of having the highest resolution rate in USDA. One of the reasons for that, FSQS noted, is the high quality of the counselors chosen.

Reuben Romero, coordinator of the agency's counselor program, explained that the sixty counselors in FSQS were selected for their

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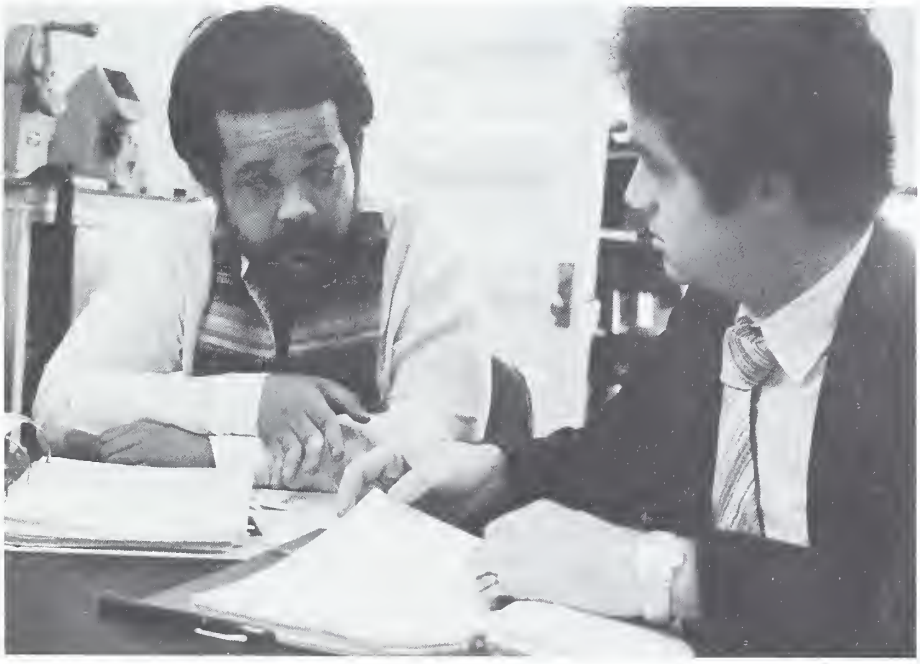

One of 40 new volunteers in the Food Safety and Quality Service's EEO counseling program, Chico Watson (left) recently sought advice from coworker Robert Scott, who began his third year as a counselor last July. The agency encourages new counselors to seek guidance from their experienced counterparts, in addition to attending training sessions. Both in Washington, D.C., Watson is a visual information specialist and Scott a budget analyst.

On Good Behavior

Government's top personnel manager has reminded federal workers of their responsibility to the public with regard to personal behavior.

In a short, straight-forward statement, **Alan K. Campbell**, director of the Office of Personnel Management, said that "it is the policy of the U.S. Government that good manners and courtesy will be required of all employees in their dealings with the public, Members of Congress, and employees of their own agency and of other agencies."

He added that "while federal employees generally display courtesy and good manners, it is important for agencies to continually stress the obligation of all employees to do so."

Campbell said that the Civil Service Reform Act of 1978 stresses the need for employees to be reminded periodically that courtesy, timeliness, and quality of work are a part of good government, and may be considered integral parts of employee performance appraisal criteria.

He added that government policy requires federal workers to perform courteously even if treated discourteously by members of the public. However, he said, employees have the responsibility to refuse to violate regulations or to give special advantages not called for by the law.

Campbell noted that supervisors and managers are responsible for creating and maintaining a positive and productive work environment in which employees are held fully accountable for discourteous service to the public and for inappropriate, unprofessional, or irresponsible behavior. □

(The following photographs illustrate the chain of action USDA workers set up to resell the Russian grain contract delivery rights.)

The first task at hand for ASCS Grain Task Force members was to evaluate the supply and demand situation. To stay apprised of the commodity markets, personnel daily read an average of 250 feet of market news service information, displayed by Dee McGurgan.

To receive bids on the contracts to deliver the suspended grain, three telegraph receivers were set up in the task force's Washington, D. C., offices. Tonye Gross (left) collected transmissions from bidders who competed four days each week.

The bids were then delivered to Donna Testerman (left) who coded the bid data into a computer that compared the bids with market prices.

Mission Acc
ASCS Resells Sove

When President Carter announced the suspension of U.S. grain shipments to the Soviet Union in protest of the Soviet invasion of Afghanistan last January, he directed USDA to take necessary action to protect the U.S. agricultural sector from bearing the full economic impact of the embargo.

Responsibility ultimately fell to USDA's Agricultural Stabilization and Conservation Service, and its employees swiftly rose to the challenge.

Through the Commodity Credit Corporation, which it administers, ASCS assumed the contract rights to approximately 500 million bushels of corn, wheat, and soybeans, plus 430,000 metric tons of soybean meal and oil originally targeted for the Soviet Union. In doing so, the agency was also obliged to resell those grain contract delivery rights—and in such a manner so as to avoid a disruptive effect on domestic grain markets.

The job required a team of specialists experienced in managing inventories and selling commodities, most of whom were located in the agency's commodity operations divisions under deputy administrator **John Gibbs**. Program managers and assistants, marketing specialists, systems accountants, and secretaries were detailed from their regular tasks to form the Grain Task Force (GTF) located in Washington, D.C.

Robert A. Landes, an assistant director in the ASCS commodity office in Kansas City, Mo., was temporarily reassigned to Washington to organize the operations of the task force. ASCS recruits included: marketing specialists—**Merle Brown**, **Barry Klein**, **Bob Ray**, and **Donna Testerman**; systems accountant—**David Cauthon**; secretaries—**Carolyn Cash**, **Linda Douglas**, **Tonye Gross**, and **Dee McGurgan**. Also detailed to serve on the task force were **James Firth**, staff assistant to Gibbs; and **James E. Agnew, Jr.**, who was designated director of the task force. Agnew is deputy director of

ccomplished:
iet Grain Contracts

ASCS' procurement and sales division in Washington, D.C.

Additional assistance was provided by **Kristin Zimmermann**, **Jean Nollmeyer**, and **George Shanklin**. Zimmermann is a special assistant to **Dale Hathaway**, under secretary for international affairs and commodity programs; and both Nollmeyer and Shanklin are marketing specialists with USDA's Foreign Agricultural Service.

The GTF members worked throughout the spring and summer monitoring the supply and demand situation and gathering market price information supplied daily by the agency's commodity office in Kansas City. Bids on the contracts were received over telegraph receivers specially installed in the unit's Washington offices, and then coded into a computer that compared the bids with market prices.

By comparing the bid data with the market price information, the GTF Bid Evaluation Committee determined which bids should be accepted and finally notified the successful bidders.

At press time, task force member Bob Ray stated that "every last bushel of corn, wheat, soybeans, and all of the soybean meal has been sold. All that remains is about 12,000 tons of soy oil." Mission accomplished.

Staff assistant James Firth reflected, "Every member of the task force worked diligently, many working overlong days throughout the spring and early summer, to get the job done. We all knew the necessity of swift and deliberate action, and we were greatly encouraged by the tremendous support of our field personnel in the commodity office and technical services staff in Kansas City."

Commending the task force members on their accomplishment, **Secretary Bergland** said: "The purpose of the program was to find other buyers for the Russian contracts without undercutting the price to farmers. And it has succeeded."

Meanwhile, Merle Brown (right) coded market price information into the computer terminal for evaluating that day's bids. Price information was gathered daily by personnel at the ASCS Kansas City commodity office and telephoned to Brown in Washington.

With both market price and bid information at hand, the GTF Bid Evaluation Committee then determined which bids should be accepted. Members included (left to right): ASCS administrator Ray Fitzgerald; GTF chairman John Gibbs; Dale Hathaway, under secretary for international affairs and commodity programs; USDA Deputy Secretary Jim Williams; Kristin Zimmermann, special assistant to Hathaway; and Winston Wilson, deputy under secretary for commodity programs.

James Firth (right), who kept a running tally on the movement of the grain contract rights, happily reported the sale of the remaining balances of the corn and wheat contracts the last day of July.

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sensitivity, empathy, and personal commitment to promote equal job opportunity for all. Selection was also based on the counselors' performance ratings, and on their ability to communicate effectively.

Romero added that central to the success of resolving employees' discrimination complaints is the "bridge concept." Under the concept, the counselor acts as an impartial mediator. Romero noted that it's sometimes tempting for counselors to go over to one side or the other—that is, to act as an employee's advocate or to lean toward management. "But EEO counselors must constantly strive to maintain a neutral position," Romero emphasized. "They must have the ability to 'stay on the bridge.' "

To assist counselors in carrying out their role, FSQS recently conducted a week-long training session in San Antonio, Tex. The session included lectures on the role, functions, and duties of EEO counselors, and films on the nature and impact of discrimination. It also included role-playing exercises on the EEO counseling process and gave trainees the opportunity to interact with other counselors representing a wide range of ethnic backgrounds and occupational and income levels.

Among those who attended the training was first-time counselor **Eulah Jones**, a secretary with FSQS in Washington, D. C. Jones said she "was so impressed with the commitment and sincerity of the EEO staff and the other counselors. I learned just how complex the role of an EEO counselor is. There are so many government rules and regulations you need to be aware of, and every new case presents a completely unique situation. You have to be committed!"

Jones was one of a group of 40 newly-appointed volunteers who began their term last July, along with 20 experienced counselors. Jones captured the feelings many of the counselors took with them from the training session when she said, "EEO counseling is much more than written procedures and regulations. It's a people-to-people program that recognizes that everyone has a right to equal treatment on the job regardless of individual differences."

A counselor in his third year of the program, as well as a budget analyst, **Robert Scott** said that new FSQS counselors are encouraged to seek advice and guidance from experienced counselors. "Besides providing a lot of much-needed suppport to first-time counselors," Scott said, "these informal consultations help us provide the best possible counseling to every FSQS employee and job applicant." He added that the counselors are developing a checklist to remind new volunteers of informal complaint procedures and the rights of employees under federal law.

Old and new counselors alike were amazed at the scope and intricacy of the new Civil Service Reform Act and other personnel laws and regulations presented by management officials at the training session. Some, like **Paul Inouye**, a chemist in San Jose, Calif., said they will try to increase the awareness of their coworkers on these important matters, in addition to performing their assigned EEO counselor duties.

Throughout the training session, EEO coordinator Romero stressed employees' rights to remain anonymous throughout the informal complaint process and to seek EEO counseling without fear of reprisal from their superiors. He added that employees also have the right to be represented during the complaint process by anyone of their choice. Romero noted that the FSQS counselors "understand and respect the system, and they respect everyone operating within the system, including applicants to the agency, employees, and supervisors.

"I think our EEO counselors are really very special," he said. □

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Milton Sloane, Editor

Sharon Edwards, Assistant Editor

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DC BRANCH

Employee Newsletter
of the U.S. Department
of Agriculture

'USDA'

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Number 20
September 24, 1980

The Russian Connection

When **Jane Wittmeyer** and **Russell Jesser** completed a 13-week visit to the Soviet Union last summer, they said they returned with "a great appreciation for the Soviets' problems and accomplishments in agriculture and other endeavors.

"But even more," they stated, "we gained a greater appreciation for the blessings of America, which we too often take for granted."

Employed in Idaho with the Farmers Home Administration, Wittmeyer and Jesser were two of five U.S. participants in an exciting exchange program funded by a federal grant. Called the Young Agricultural Specialists Exchange Program, the program was co-sponsored by USDA, the Cooperative Extension Service, the National 4-H Council, and the Soviet Union's Ministry of Agriculture.

The other U.S. participants were **Scott Rehfeld**, a farmer from Sheridan Lake, Colo.; **Gregg Young**, a recent graduate of Colorado State University; and **James Otto**, a student of agricultural economics at the University of Minnesota.

"For three months," said Wittmeyer, a loan assistant in Weiser, Idaho, "we lived and breathed the many facets of agricultural and rural life in the Soviet Union. What makes the program unique is that we lived and worked with the Soviet laborers—from directors, to milkmaids, to combine drivers."

An assistant county supervisor in Payette, Idaho, Jesser said that probably the most rewarding aspect of the trip was the chance to live with a Russian family for nearly two weeks. "We came to know firsthand how a Soviet family lives, works, and thinks," he said. "And at the same time, we greatly improved our ability to speak the Russian language."

While touring the Crimea, USDA employees Jane Wittmeyer (front left) and Russell Jesser talked to young Russian folk dancers who gave a performance at a state farm cultural palace. The farm was one of many Wittmeyer and Jesser visited while participating in an agricultural exchange program with the Soviet Union.

Jesser and Wittmeyer said they first learned of the exchange program through their State 4-H agency, and applied for participation with their county extension office. "Our applications were then forwarded for review by USDA in Washington, D.C.," Wittmeyer said, "after which we went through extensive interviews before being selected."

To prepare for their trip, the participants spent two months in Washington in intensive training. "We spent over five hours a day, five days a week, learning the Russian language," said Jesser, "as well as studying Soviet culture, history, and political science."

During their trip, the group visited five Soviet republics and their respective capitals, and saw 15 different agricultural enterprises, including state and collective farms, vegetable greenhouse operations, and swine, beef, and poultry complexes. "Most of our farm and agriculture experience was gained in the Byelorussia and Ukraine republics," said Wittmeyer, although the group also lived in the Republics of Russia, Moldavia, and Georgia.

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Jesser noted that although Russia conducts extensive research and development, serious problems persist in putting new technology to use. "A major portion of Soviet agriculture still uses technology we associated with farming of 40 years ago," he said. "It is not uncommon to see on the same farm a massive 400-horsepower tractor pulling an eight-bottom plow, and a horse and cart carrying men to the field where they will work with pitchforks."

Speaking of the people, Wittmeyer said that rural Soviet citizens seem isolated from the rest of the world and even nearby towns. "Many rural workers have never traveled more than 100 miles from their birthplace!" she exclaimed. "Most are educated, but few have advanced degrees beyond the accepted years of schooling." However, Wittmeyer said the Soviets' basic schooling is considerably more intensive than that in the United States. "Basic schooling in Russia is comparable to the completion of junior college here in the United States."

At the Ukraine Agricultural Academy in Kiev, Jesser said, the group met and talked with professors of various agricultural subjects who asked many questions regarding the U.S. educational system.

Jesser said he was fascinated with the hands-on experience he gained while touring Soviet farming communities. He said he had the opportunity to "drive Byelorussian combines and caterpillars, milk Ukraine cows, and perform other tasks necessary to the operation of various farms." Jesser also said that Russian farm workers appeared happy and content, and that Soviets generally like to compare their situation today with the poverty and starvation prevalent before and during World War II. "Today, no one is starving," Jesser said. "And many people dwell in new apartment complexes with plumbing, electricity, radios, and black-and-white TV. A few even own their own cars.

"Nevertheless," he added, "half the villagers live in houses with no running water or plumbing facilities, and wood still serves as a major source of energy for heating and cooking."

Jesser and Wittmeyer both said they found the Soviet diet high in starch, and especially noted a shortage of beef in the cities. They added that they learned that a typical Soviet worker's schedule consists of six eight-hour days each week, with no apparent change even during crucial planting or harvesting periods. "Agricultural production continues to be labor-intensive," Jesser said, "and many workers are employed at menial tasks."

Jesser and Wittmeyer noted that the number one social and health problem among Russians—of all ages—is alcoholism, despite the fact that the government recently doubled the price of vodka. Also, they found that about 90 percent of the farm workers smoked from one to two packs of cigarettes per day.

Wittmeyer said that although inflation is a fact of life in the Soviet Union, a more serious problem is "simply a lack of goods." She added that the quality and variety of Russian products don't compare to that of U.S. products. "Unfortunately," Wittmeyer said, "the quality of the photographs taken of us in Russia wasn't very good because the film there wasn't as good as that in this country."

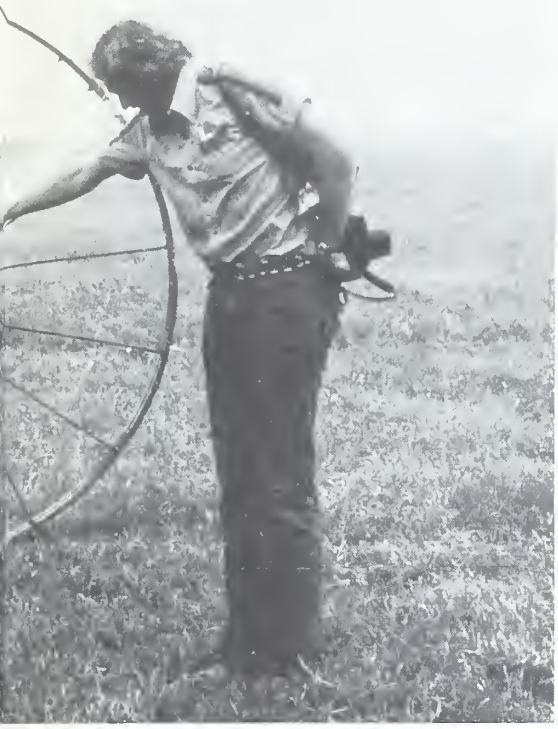
In addition to their tour of the Soviet Union, the group also had the opportunity to travel to other countries to visit with overseas relatives and friends. Before returning to their hometowns, the group gathered again in Washington to attend a debriefing session with Secretary Bergland.

Jesser and Wittmeyer said that the Farmers Home Administration has been very supportive throughout the program, first in granting them a leave of absence to participate in the exchange program, and then in permitting them to vary their work schedules to give group talks.

Both said they feel fortunate to have been "part of a very select group of people who have seen the Soviet Union through Soviet eyes." □

On a Soviet state farm, Jesser inspected a pasture

In the Ukraine region, Jesser (right) was able to help of a milkmaid. Jesser also had the opport cows, in addition to performing other farm tasks



irrigation system.

On the border of the Ukraine, Wittmeyer visited a juice factory and observed a pulp machine operation prior to watching the bottling of apple juice.

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At a state farm, Wittmeyer stopped to buy peaches from a saleswoman in an open marketplace.

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On a Soviet state farm, Jesser inspected a pasture irrigation system.

On the border of the Ukraine, Wittmeyer visited a juice factory and observed a pulp machine operation prior to watching the bottling of apple juice.

In the Ukraine region, Jesser (right) was able to corral a young calf with the help of a milkmaid. Jesser also had the opportunity to help milk some of the cows, in addition to performing other farm tasks.

At a state farm, Wittmeyer stopped to buy peaches from a saleswoman in an open marketplace.

PEOPLE

Nationally recognized economist **Dr. Kenneth R. Farrell,** administrator of USDA's Economics, Statistics and Cooperatives Service, has been elected a Fellow of the American Agricultural Economics Association.

Dr. Farrell received the honor for his contributions to the profession of agricultural economics as an economist and an administrator.

During his career, Dr. Farrell has made major contributions to the application of economic theory and statistical methods in analyzing food and agricultural marketing and public policy problems, and received nationwide attention for his marketing research and extension programs. Author of numerous publications, Dr. Farrell has served as consultant to public and private organizations in the United States and abroad; as Fulbright Scholar at the University of Naples, Italy; on the National Commission on Food Marketing; and President of the American Agricultural Economics Association. He is currently Chairman of USDA's Graduate School Social and Behavorial Sciences Committee.

Since 1967, Dr. Farrell has held a series of increasingly responsible administrative posts, all related to agricultural economic research, statistics, and information programs.

Before joining USDA in 1971, Dr. Farrell was an economist and associate director of the Giannini Foundation of Agricultural Economics at the University of California, Berkeley.

ESCS administrator Kenneth R. Farrell (left) accepts the American Agricultural Economics Association's Fellow award from Richard A. King, AAEA president.

Hire the Handicapped Week

This year, USDA will observe National Employ the Handicapped Week on October 5-11. All USDA employees, especially supervisors and managers, are urged to mark the week on their calendars and plan to join in the activities designed to help them learn more about the greatest potential resource—the handicapped worker.

On Monday, October 6, a surprise celebrity speaker will officially kick off the week's activities in Washington, D.C. A special recognition ceremony will honor USDA's Outstanding Handicapped Workers for 1980.

On Tuesday, October 7, there will be a fascinating workshop on "Physical Barriers Faced by the Handicapped" offered in the USDA South Building. Also on that date there will be two showings of the films "A Different Approach" and "On The Line."

On Wednesday, October 8, there will be special exhibits on display in the patio by educators and manufacturers focusing on the needs of the handicapped.

USDA's program concludes on Thursday, October 9 with a showing of the film "My Third Eye" and a special workshop entitled "What are Reasonable Accommodations for the Handicapped" conducted by **Judy Gillion,** author of the "Federal Handbook on Selective Placement."

All employees will receive a complete program giving details on all of the other planned activities. Plan to join in the activities and learn more about the handicapped worker.

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Milton Sloane, Editor
Sharon Edwards, Assistant Editor

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Employee Newsletter
of the U.S. Department
of Agriculture

'USDA'

Volume 39
Number 21
October 8, 1980

Our Man From Iran

Currently back in the States, after a harrowing experience in Iran, Foreign Agricultural Service employee Lee Schatz fields questions about his present asignment in front of an FAS poster. Schatz now works as a marketing specialist in Washington, collecting information and analyzing the grain market situation in Mexico. Undaunted by the Iranian incident, Schatz said that he looks forward to serving overseas again, particularly in a developing country.

Lee Schatz is a lucky man.

Employed by the Foreign Agricultural Service last year as agricultural attache to Iran, Schatz came within days of being taken hostage last fall during the takeover of the U.S. Embassy in Tehran.

The reason he wasn't was that Schatz worked in a separate office—along with a few other Americans—about a block and a half from the U.S. Embassy. When the takeover occurred, Schatz said, the Iranians either didn't know or simply had forgotten that Schatz and the others worked in a different building. At the time of the siege, Schatz and hardly had a chance to unpack his bags. The takeover occurred just two months after Schatz arrived in Iran, after he had spent almost a year and a half in India. Schatz had been scheduled to spend a year in Iran.

Schatz noted that had matters gone according to schedule, he probably would have very well been among the hostages. Schatz said he had been slated to move into the embassy about a week or two before the takeover, but that the moving process ran a little behind schedule.

After the takeover, Schatz said he stayed with friends until he was taken in by the Canadian Embassy on November 22.

Then in January, Canadian Ambassador **Ken Taylor** helped Schatz and five other Americans escape from Iran. Equipped with Canadian passports, the six Americans went through airport customs without being detected and flew to West Germany.

Now working in Washington, where he is employed with FAS' grain and feed division, Schatz said he looks forward to serving overseas again. "I enjoy living in other countries," he said, "particularly developing countries because of the different cultures, values, and added challenges. Working overseas is really interesting work. It's interesting to see the difference in perspectives in relation to agriculture, economics, and to life in general. I'm actually hoping my name will come up for another overseas assignment early next year."

Although he has no strong preference as to where he would like to work the next time, Schatz said "there are some places that I would be reluctant to go to, and the Middle East is one of them."

In Washington, Schatz said he works as a marketing specialist analyzing the grain market situation for a number of countries, especially Mexico. Schatz said he gathers information on all types of grain in Mexico to promote the sale of U.S. agricultural products overseas. The information is used, he explained, to help U.S. grain dealers better understand what the agricultural situation is in Mexico, what the outlook for trade with Mexico is for the coming year, and what producers and dealers need to do to become involved in trade with Mexico. During fiscal 1980, Schatz said, the value of U.S. agricultural exports to Mexico totaled $2 billion.

As agricultural attache to Iran, Schatz said his job was to analyze all areas of that country's

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agriculture—not just grain—in terms of Iran's agricultural production potential, whether the country would be a competitor with U.S. exports, and whether there were any areas of Iran's agricultural economy where there were deficits. "Essentially, as an agricultural attache," Schatz said, "you're the one who answers all the questions about agriculture concerning a given country. You collect as much information as you can about that country's agriculture, then report back to Washington on all the areas that are important to trade."

Before being assigned to Iran, Schatz worked 15 months as assistant agricultural attache in India and for three years with FAS in Washington with the grain and feed division.

He noted that unlike the incident in Iran, the most exciting thing to happen to him in India was to take a two-week trek to Nepal near Annapurna, one of the world's highest mountain peaks and a tremendous challenge to mountain climbers. □

Veteran executive and researcher Dr. Ned D. Bayley (left) has been appointed acting assistant secretary for natural resources and environment. He succeeds Dr. M. Rupert Cutler who left for a position with the National Audubon Society. With USDA for the past quarter century, Dr. Bayley was formerly director of science and education and a staff assistant in the Office of the Secretary. In June, he was named deputy assistant secretary for natural resources and environment. Succeeding him in that latter position is another USDA veteran, Philip L. Thornton (right) of the Forest Service.

Bayley In, Cutler Out

Less than three months after being named a deputy assistant secretary of agriculture, **Dr. Ned D. Bayley**, a veteran official of USDA, has been elevated to the post of assistant secretary. Dr. Bayley has been appointed acting assistant secretary for natural resources and environment. He succeeds **Dr. M. Rupert Cutler** who resigned to become senior vice president of the National Audubon Society.

In June, Dr. Bayley was named deputy to Dr. Cutler, after having served as a staff assistant. Dr. Bayley joined USDA in 1955 and became a staff assistant in 1973. As acting assistant secretary, he will be responible for supervising the activities of the Forest Service, Soil Conservation Service, and the Office of Environmental Quality.

A native of Battle Creek, Mich., Dr. Bayley holds a doctorate from the University of Wisconsin at Madison and has studied public administration at Harvard Graduate School. In 1970 he received the National Civil Service League Award for federal career service, and in 1977 received the Order of Merit from the Government of Spain.

Shortly after elevating Dr. Bayley, Secretary Bergland named **Philip L. Thornton** as acting deputy assistant secretary for natural resources and enviroment. A veteran Forest Service official—having served with the agency since 1951—Thornton was until recently deputy chief for programs and legislation.

Handbook on The Handicapped

A new handbook published by the Office of Personnel Management explains special services agencies can provide to aid handicapped employees.

"Handbook of Reasonable Accommodation," the first in a series of booklets, contains definitions and examples of actions that can be taken to assist handicapped individuals. It also describes some factors to be used in determining whether there might be undue hardship if an accommodation is made.

Modifying examination methods, altering work schedules, restructuring jobs, providing readers, interpreters, and assistive devices, and making facilities more accessible to the handicapped are just some examples of what reasonable accommodation is all about.

Agencies can order the handbook from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

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Milton Sloane, Editor
Sharon Edwards, Assistant Editor

Waving and smiling, they looked like any seven typical visitors to Disneyland—posing for pictures with Mickey Mouse and other cartoon characters, watching the parades, and eating popcorn. But to those in the know, the seven were members of a Chinese delegation touring the United States under an agricultural exchange agreement.

Arriving at Disneyland early one Sunday morning this past summer, the delegation toured the amusement park until late afternoon, tiring out their escorts **A. E. "Gene" Sullivan**, deputy State conservationist for California; **Jonne Hower**, information officer for USDA's Soil Conservation Service; and **Henry Wyman**, executive assistant for the California Association of Resource Conservation Districts.

Wyman noted that touring Disneyland with the Chinese delegation was truly an interesting experience.

A high point of the group's Disneyland visit was a ride on some small gasoline-powered cars which run on a track over a short course. "In our country, we don't have those," said delegate **Long Yuqian**, deputy chief of China's Scientific Research Institute, who was joined in his enthusiasm by delegation leader **Li Huayi**. Huayi, Vice Minister of Water Conservancy in China, said twice that he had a "very nice ride."

Following their visit to Disneyland, the delegation moved on to the more serious business of obtaining information about existing U.S. agricultural practices. Under the exchange program, the United States and China have agreed to exchange information that will be of mutual benefit and will help foster agricultural trade between the two countries.

Of chief interest to the Chinese delegation were U.S. irrigation and water conservation operations. Included in their tour of California were stops at the Rain Bird irrigation plant and the USDA salinity lab in Riverside, and a look at drip irrigation systems in avocado orchards.

While observing irrigation and drainage systems in the heart of California's Imperial Valley, the group quizzed district conservationist **Wayne Flanagan** about the use of laser-controlled tiling machines to dig trenches and install plastic pipe in one continuous operation.

Noting that a section of China is similar to the Imperial Valley, the delegation toured Imperial irrigation district headquarters to learn about movement of water from the Colorado River to the valley.

After visiting Arizona for five days, the delegation returned to California on a low-level flight up the Colorado River to inspect California's water management plan for dams, pumping plants, and delta management.

During their month-long visit in the United States, the delegation toured water conservation and management operations in eight States, and visited a number of historical attractions in the Nation's Capital.

Until arriving in California, the delegation was escorted by USDA assistant State conservationist for Arizona **August "Gus" Dornbusch, Jr.** After arriving in California, Dornbusch returned to Arizona, leaving Sullivan as official escort.

While in California, the delegation was honored at a reception dinner by the State's agricultural and political leaders, and were presented a welcoming resolution and scroll by a representative of the State governor. Other social events included a reception hosted by the Los Angeles Association of Resource Conservation Districts and several luncheons and dinners sponsored by individual resource conservation districts.

Commenting on the delegation's visit, escort Sullivan said that "the comparison of conservation practices and techniques between the two countries gave me a new and deeper appreciation of our technology."

Jack Smith, USDA conservationist in Escondido, Calif., said that the group's visit gave him a new appreciation for private enterprise after observing "the delegation's surprise as they visited farms and equipment companies that were privately-owned and operated, and not run by the government."

Following a weekend of sightseeing in San Francisco, the delegation returned to China in late June. □

At the end of the delegation's U.S. visit, USDA conservationist and delegation escort A. E. "Gene" Sullivan (left) presents an attractive desk pen set to Li Huayi, Vice Minister of Water Conservancy for China. The redwood burl pen set, donated by the California Association of Resource Conservation Districts, included a USDA seal and the inscription: "Presented. . . in honor of your visit to the United States of America, June 1980."

With assistance from a U.S. color guard, National Hispanic Heritage Week got off to a successful start again this year in the USDA Patio in Washington. Featuring a wide variety of activities, ranging from guest speeches to group workshops, the weeklong event was help to acquaint employees with the many achievements of Hispanic-Americans, and with how Hispanic-American culture has contributed notably to the American way of life. Following opening remarks by Secretary Bergland (in photo below), persons attending the colorful celebration watched as Susana Martinez and Julio Sanchez (right photo above) performed a Hispanic folk dance. Observances of the Week were also held in many USDA field offices.

PEOPLE

For the second consecutive year, the National Academy of Sciences has selected **Dr. Arnold Krochmal**, a botanist with the Forest Service in Asheville, N.C., to participate in an exchange program in Bucharest with the Romanian Academy of Sciences. He has been invited to consult with scientists and to lecture at the Academy again this year.

Last year, Dr. Krochmal and his wife—working as a team—presented seminars on forest understory in Bucharest, and traveled to Moscow where they spoke on herbal medicine. In 1977, the Krochmals were guests of the Government of the Province of Antioquia, Colombia.

An authority in the field of economic botany, Dr. Krochmal is particularly concerned with the use of forest understory plants for man's benefit—as food, medicine, and dyes.

Before heading to Romania, Dr. Krochmal will meet in Rome with officials of the United Nations Food and Agriculture Organization.

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Employee Newsletter
of the U.S. Department
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Volume 39
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October 22, 1980

USDA's Best

In an event never staged before, and which premiered at the White House, two USDA employees walked away with leading honors for "best performance by a federal executive." Twelve more won equally significant awards at a special USDA ceremony.

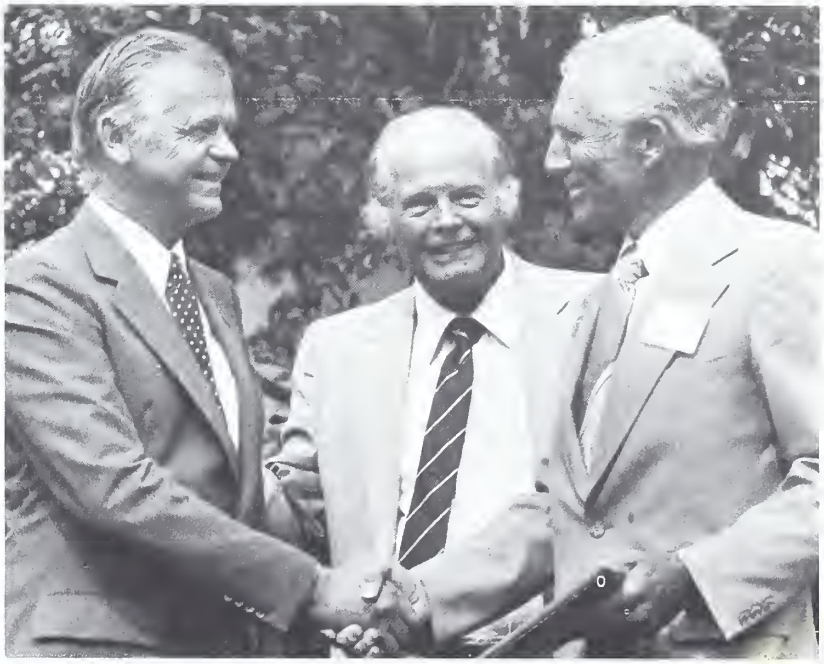
All 14 were honored with awards from President Carter for their distinguished and meritorious service in improving productivity and service to the public. The winners received Presidential Awards of Rank which were presented for the first time this year under Civil Service Reform.

Designed specifically for federal managers, the awards are presented to members of the Senior Executive Service and carry bonuses worth several thousand dollars. The Presidential award for distinguished service carries a $20,000 bonus, while the award for meritorious service carries a $10,000 bonus. Both are among the highest honors the President can bestow.

At a White House ceremony, held in the Rose Garden, the President personally presented the distinguished service awards to the 49 recipients. In presenting the awards, the President said that "the dynamism and competence found in our free enterprise system is equaled by the dynamism and competence of public servants like you. You are the best; the best of the best. On behalf of 240 million Americans, I want to thank you from the bottom of my heart for what you have meant to this country. In honoring you, I hope to encourage other public servants to higher levels of accomplishment. I also want to make your excellence known to your employees, the people of America."

(cont'd on page 2)

Among the top 49 executives to receive Presidential awards this year for distinguished federal service were USDA's director of economics, policy analysis and budget Howard W. Hjort, and Forest Service associate chief Douglas R. Leisz. Both received a bonus of $20,000. At a White House ceremony honoring the awardees, President Carter described the award winners as "the best of the best" in government. On hand for the ceremony were Secretary Bergland (left in above photo) and Office of Personnel Management director Alan K. Campbell who congratulated Hjort (right in above photo) and extended congratulations to Leisz (right in bottom photo). Twelve other USDA executives received Presidential awards for meritorious service and a $10,000 bonus each.



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The 49 distinguished award winners were among a total of 255 executives government-wide to receive the Presidential awards this year. USDA's distinguished award winners were **Howard W. Hjort**, director of Economics, Policy Analysis and Budget, and **Douglas R. Leisz**, associate chief of the Forest Service. Hjort was honored for his work as major architect of the 1977 Farm Bill, while Leisz was cited for his performance during years of service as regional forester for the Pacific Southwest region.

The 12 USDA winners of the meritorious service awards were:

- **J. Dawson Ahalt**, chairman of the World Food and Agricultural Outlook and Situation Board

□ For directing the evolution of an integrated domestic and international food and agriculture information system.

- **Norman A. Berg**, chief of the Soil Conservation Service

□ For actions resulting in improved land use patterns, enhanced water quality, and identification and protection of prime farmlands and wetlands.

- **Robert E. Buckman**, deputy chief of the Forest Service

□ For directing the world's largest forestry research effort which has resulted in improved pest control, new concepts in wood utilization, and improved management of the Nation's forest and rangeland resources.

- **H C Cox**, western regional administrator, Science and Education Administration

□ For innovations resulting in improved productivity and responsiveness to the needs of an area having a wide array of climatic and natural resource conditions.

- **Dean K. Crowther**, director of the Office of Operations and Finance

□ For developing a complex and diverse organization into an integrated team to serve the interests of the public and the Department.

- **Stephen B. Dewhurst**, director, Office of Budget, Planning and Evaluation

□ For managing one of the most complicated resource allocation programs within the executive and legislative branches.

- **Donald L. Houston**, administrator, Food Safety and Quality Service

□ For revitalizing an organization and management team and for modernizing the Department's meat and poultry inspection programs.

- **William E. Kibler**, deputy administrator, Economics and Statistics Service

□ For improving the methodology for collecting and publishing commodity data, and instilling public confidence and trust in crop and livestock reports.

- **Robert E. Magee**, assistant inspector general, Office of the Inspector General

□ For managing OIG's investigative resources which resulted in an 87 percent increase in indictments over the previous year and a conviction record of 90 percent leading to greater integrity in the administration of USDA programs and services.

- **Ralph J. McCracken**, associate director, Science and Education Administration

□ For contributing to the implementation of the most comprehensive organization change ever made in the history of the science and education effort.

- **Merle A. Nelson**, associate deputy administrator, Food Safety and Quality Service

□ For leadership in developing improved practices in the administration of the Department's meat and poultry inspection programs.

- **Joan S. Wallace**, assistant secretary for administration

□ For initiating organizational improvements, safety and health management, minority participation in USDA programs, and implementation of civil service reform. □

Just Not The Same

The Economics, Statistics and Cooperatives Service is not what it used to be. Part of its name has been removed. It is now known only as the Economics and Statistics Service (ESS). **Secretary Bergland** has taken away the cooperative functions of the agency, and established a new agency.

The new agency is known as the Agricultural Cooperative Service (ACS), and is headed by a former ESCS deputy administrator, **Randall E. Torgerson**. Torgerson has been named acting administrator of ACS and reports directly to **P. R. Smith**, USDA's assistant secretary for marketing and transportation services.

In establishing the new agency, Secretary Bergland said "this country has a highly organized and complex economic system within which the family farmer must operate. In order to maximize their efforts and resources, some of these farmers have or-

(cont'd on page 4)

Randall E. Torgerson, formerly deputy administrator of ESCS, has been named acting administrator of the new Agricultural Cooperative Service.

New Pay System Takes Effect

For over 10,000 USDA employees, October 1 marked a new beginning in their government careers. It marked the beginning of a new provision that will ultimately determine the employees' salary.

A feature of the Civil Service Reform Act, the provision establishes a merit pay system for federal mid-line managers. The system links the managers' annual pay to performance, rather than to length of service. The system eliminates within-grade increases for GS 13-15 managers and supervisors, and places the employees under a new General Management (GM) pay scale. The new GM pay scale eliminates "steps" or predetermined salaries as contained under the General Schedule (GS) pay scale, and sets only minimum and maximum salaries within a grade. A GM employee's salary may fall anywhere under the pay scale. The new system also allows employees to receive cash awards for successful performance.

Under the new merit pay system, mid-level managers and supervisors will be granted at least half of any annual comparability pay raise (usually given to federal workers in October). The remainder of the comparability pay raise will be pooled, along with the money that would have been spent on "step" (both automatic and performance based) increases to dispense to managers in the form of merit bonuses.

Because all merit pay increases must be based upon individual performance, USDA has developed a new performance appraisal plan which requires that performance goals be established annually. The plan requires, for example, that critical and standard performance elements—or work assignments—of each employee be identified in writing at the beginning of the appraisal period. Performance below the minimum standard of a critical element requires remedial action and denial of a within-grade increase and may be the basis for removal or reducing the grade level of the employee. At least one, but not all, elements of an employee's job may be designated as a critical element.

The plan also requires that performance standards describing the quality, quantity, and/or timeliness of work expected must be defined in writing for each performance element. This goal-setting process is to be a cooperative effort between merit pay employees and their supervisors.

By establishing performance elements and standards, employees will know in advance what activities they will be rated on and how well they are expected to perform. At the end of the annual appraisal period, employees will be rated on how well they have met those objectives.

The rating will in turn be used to establish eligibility for any merit pay increase. Employees will be rated according to each element of their jobs on a scale of 1.0 to 5.9:

1. Unacceptable
2. Minimally acceptable
3. Acceptable
4. Exceeds Acceptability
5. Outstanding

The dollar amount of any merit pay increase will be determined by the employee's overall, or composite, rating. The numerical rating is the most significant factor in determining the amount of a merit pay increase. The higher the rating, the higher the dollar amount of the bonus. (Composite ratings below 3.0—or a rating below 3.0 on any critical element—will disqualify an employee for a merit pay increase.)

Other factors which enter into calculating merit pay raises include:

- Employee's grade.
- Employee's current base salary and relative position in the pay range (or position on the scale between minimum and maximum salary for that grade).
- Employee's average share in the merit pay pool (which depends upon the number of individuals and their salaries within the merit pay pool).

Because merit pay employees cannot receive less than the minimum or more than the maximum salary within a grade, employees at the maximum salary range may be rewarded by a system of cash awards on which their performance is based.

According to USDA's Office of Personnel, any employee who feels that he or she should be included in or excluded from the merit pay system may file a grievance with their personnel office.

OP also said that approximately 92 percent of all USDA employees formerly in grades GS 13-15 have been designated for the merit pay system, and that the first merit payout will take place soon after October 1, 1981. □

1981 HOLIDAYS

- **January 1 Thursday**
  New Year's Day
- **January 20 Tuesday**
  Inauguration Day*
- **February 16 Monday**
  Washington's Birthday
- **May 25 Monday**
  Memorial Day
- **July 4 Saturday**
  Independence Day
- **September 7 Monday**
  Labor Day
- **October 12 Monday**
  Columbus Day
- **November 11 Wednesday**
  Veterans Day
- **November 26 Thursday**
  Thanksgiving Day
- **December 25 Friday**
  Christmas Day

*Observed as a holiday by government workers in the Washington, D.C., metropolitan area.

Opening Season

Health Benefits Open Season—the time when employees must make a decision on whether to stick with their current health plan or switch to another one—is here again. The Office of Personnel Management has announced that the season will run from November 10 through December 5.

For this year's open season, OPM also announced, a new system is being installed to make it easier for employees to choose among the various plans. OPM said the new system will provide more relevant information about available health plans, and change the distribution process for health benefits material.

Rather than distribute brochures on all the plans available to employees—as was done in the past, the new system will feature summaries of the benefits available under each plan, as well as comparison charts. Together, OPM said, these two pieces of material will make it possible for employees to compare health insurance plans with ease and make well-informed decisions.

OPM said the benefits summaries will be single-page, general descriptions of the benefits available under a given plan and will present the information in an understandable manner.

The agency said an additional page will be provided for plans with two options, and that summaries of plans limited to special groups or to specific geographic areas will be distributed as single sheets.

OPM added that the comparison charts will contain a summary of the benefits provided by each plan for several major benefits categories, such as surgery, outpatient care, and dental care.

The agency said the new system is expected to substantially reduce the number of detailed brochures that previously were distributed to employees on every available plan. Previously, OPM noted, approximately 25 million brochures were distributed annually.

OPM said that in spite of the new distribution system and the new summaries, copies of the detailed brochures will continue to be available in agency personnel offices for employee reference.

The agency cautioned employees *not* to enroll in or change to another plan without first reviewing the brochures of that plan.

At the end of the open season, OPM said, each enrolled employee will receive a detailed brochure of the plan he or she has selected.

More and more USDA employees in the National Capital area are saving time and gas as the result of a new program, called Rideshare. Established in the Office of Operations and Finance (O&F), the program is a computer-assisted effort designed to provide free assistance to USDA employees who are interested in establishing or are seeking to join existing car and van pools. Aside from serving employees by matching all new applications for car and van pools, the program also makes available information on public transportation in the Washington metropolitan area, and on parking at USDA's Washington complex for motorcycles and bicycles. Above, Kelly White (left) of the Food Safety and Quality Service, checks with Marc Bloom about transportation pools near her home. Bloom is a management analyst with O&F's Employee Transportation Center.

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Milton Sloane, Editor
Sharon Edwards, Assistant Editor

(cont'd from page 2)

ganized cooperatives which have enabled them to be more competitive in the marketplace."

The Secretary said the new agency is dedicated to the support of agricultural cooperatives, and that its primary function is to carry out responsibilities relating to the marketing aspects of cooperatives, including economic research and analysis and the application of economic research findings as authorized by the Agricultural Marketing Act of 1946. The agency will also administer programs authorized by the Cooperative Marketing Act of 1926 and work with international organizations on subjects related to the development and operation of agricultural cooperatives.

Secretary Bergland said the Agricultural Marketing Service will provide management support for the new agency with regard to actions required by law relating to budget, finance, personnel, and related administrative services.

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Employee Newsletter
of the U.S. Department
of Agriculture

'USDA'

Volume 39
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November 5, 1980

For the Record

Senator Salutes ASCS

In what has to be one of their finest hours, employees of the Agricultural Stabilization and Conservation Service were praised on Capitol Hill for an exceptionally fine program performance.

In a speech on the Senate floor, subsequently published in the *Congressional Record*, Senator **Thomas Eagleton** of Missouri asserted: "Mr. President, I rise to bring to the attention of my colleagues the hard work and dedication of the men and women who implement the federal farm programs across America, the employees and the county committees of the Agricultural Stabilization and Conservation Service (ASCS).

"In this year of severe drought throughout the Midwest, and at a time when the spirit of our Nation's farmers has been tested by both the embargo on the sale of grain to the Soviet Union and by unreasonably high interest rates, the individuals who comprise the ASCS have worked tirelessly to insure that the federal programs aimed at relieving some of the pain of these disasters have worked efficiently and effectively.

"Through the efforts of ASCS, farmers have available to them the disaster payments program and the emergency livestock feed program which provide some measure of economic assistance to those who have seen their crops and pasture wither this past summer. And through their efforts, the farmer-held grain reserve program is in place. . . .

"This summer's drought has also brought home once again the important message of just how delicate the balance between supply and demand can be if we allow our production capacity to decline or even remain static in a world whose population will reach 8 billion within the next 30 years.

"Herein lies the importance of the other mission of ASCS, to join with farmers in conserving and increasing the productivity of our Nation's farmland.

"I would venture to say that most Americans view our topsoil and farmland as a boundless resource capable of producing surplus crops year after year after year. Little do they realize that the land suitable for farming and the topsoil which is the lifeblood of agricultural land are, in fact, finite substances. Little do they realize how quickly we will exhaust these resources if we continue to use and abuse them as we do today. The pressure to produce more per acre and to expand farming operations to spread costs over more acreage has left conservation as a low priority.

"It is time we woke up to what we are doing and to what a crucial national problem we are facing. We must work to develop a new attitude toward this resource—an attitude which reflects the fact that our topsoil is at least as precious a commodity as gold, silver, and oil.

"We must develop an attitude which allows us to compute the true value of conservation in pounds of soil saved as well as dollars spent. We must recognize that our soil is, in some ways, more valuable than gold, because its value increases with age while it produces new wealth through food. None of us wants to see our soil become so rare a commodity that its value is determined in ounces instead of acres.

(cont'd on page 2)

Special Delivery

Employees on the Pinchot National Forest near Vancouver, Wash., have come up with a "fast-cinating" way to speed up the delivery of mail and save money.

Instead of sending mail, the employees are hand-carrying it. Whenever they take a trip, the employees make a point of taking mail with them. Usually, the mail is low priority material that is addressed to areas the employees frequently visit.

According to mailroom employees on the national forest, before each trip employees check the mail room for mail that's been placed on a "hand-carry" table, and take with them anything that's addressed to their destination. Quite often through the system, regular mail reaches its destination faster than rush mail.

Officials point out that now that the Forest Service office uses metered mail, employees now know exactly how much is saved through the hand-carry system. Employees now can tabulate the cost of each item carried out each day and determine how much the hand-carry system saves. During the first month of the system, the employees learned that using the hand-carry method saved more than $400.

Officials are encouraging employees to continue using the system by telling them how much they have saved through the hand-carry method.

Travel Rates Are Raised

Government travelers got a bit of relief in the fight against inflation recently. Congress approved a bill authorizing substantial increases for per diem, actual subsistence, and mileage rates. The action was designed to prevent federal travelers from having to pay some travel expenses out of their own pockets.

Under the new rate increases, the standard per diem has been raised to a maximum of $50 per day, and the maximum rate for actual expenses has been increased to $75 per day. Mileage rates have also been raised.

The mileage rate for use of a privately owned motorcycle on official travel is now 20 cents per mile, for use of a privately owned automobile 22.5 cents per mile, and for use of a privately owned airplane, 45 cents per mile.

The General Services Administration explained that under the new per diem rate, employees may receive up to $50 per day for travel within the continental United States, "except when actual subsistence expense travel is authorized or approved due to the unusual circumstances of the travel assignment or for travel to a designated high rate geographical area." The per diem rate will be established on the basis of the average amount the traveler pays for lodging, plus an allowance of $23 for meals and miscellaneous subsistence expenses.

GSA added that for travel within the continental United States involving unusual circumstances—or for travel to a designated high rate geographical area, travelers may receive up to $75 a day for actual subsistence expenses depending on the geographical area.

GSA said that since the per diem rate has been increased, the number of high rate geographical areas has been reduced. The number of areas has been reduced from approximately 160 before the new rate increases to the current total of 62. A partial listing of the 62 high rate areas and the new maximum rates travelers may receive for actual expenses in those areas are:

Los Angeles—$70
San Francisco—$75
Denver—$67
Atlanta—$56
Chicago—$74
New Orleans—$75
Wilmington, Del.—$62
Miami—$64
Baltimore—$59
Boston—$66
Detroit—$75
New Haven, Conn.—$63
Washington, D.C.—$75
Indianapolis—$62
St. Louis—$67
Atlantic City—$63
New York City—$75
Tucson, Ariz.—$61
Minneapolis—$61
Cleveland—$71
Philadelphia—$75
Pittsburgh—$65
Memphis—$61
Portland, Oreg.—$56
Dallas—$71
Houston—$74
Seattle—$72
Milwaukee—$61
Charleston, W. Va.—$59
Las Vegas—$75

For the complete list of high rate geographical areas and other rate increase information, employees should contact their administrative offices.

GSA noted that the rate increases became effective October 5, and that "the actual subsistence rates for the high rate geographical areas are not to be construed as per diem rates."

(cont'd from page 1)

"Through the ASCS-administered Agricultural Conservation Program (ACP), the Federal Government becomes a partner with farmers in their efforts to protect our Nation from the depletion of agricultural lands. With ACP, the individual working with his county committee, decides what needs to be done. No one is coerced into a program they do not want. Herein lies the success of ACP and of all future conservation efforts. No Washington bureaucrat can determine what practice is best for each farm.

"I share in the commitment of ASCS to the goal of conservation and I commend to my colleagues the fine work of ASCS and of our Nation's farmers in moving towards that goal. I urge my colleagues to join me in continued support of this fine effort."

PEOPLE

For his distinctive contributions to poultry science, **Dr. Lyman B. Crittenden,** a research geneticist at East Lansing, Mich., with the Science and Education Administration, has received the prestigious Merck Award of $1,500 and a framed scroll from the Poultry Science Association. The award was presented to Dr. Crittenden at the association's annual meeting in Lafayette, Ind.

Formerly chief of avian research in Beltsville, Md., Dr. Crittenden has worked on two separate occasions in East Lansing, and is known throughout the Nation—as well as in many other countries—as an expert in the field of genetics relating to poultry breeding.

■ ■ ■ ■ ■ ■ ■

A Forest Service employee and 1980 college graduate is the recipient of a national award for "best paper" in the Student Awards of Excellence competition sponsored by the American Business Law Association.

David M. Shropshire, a personnel management trainee in Albuquerque, N. Mex., received first place, a commemorative plaque, and $250 for his paper entitled, "Consumer Affairs Departments: A Profitable Way to Climb Out of the Legal Hole." Shropshire recommended in his paper that a consumer affairs department should be an integral part of policy planning of a business. Shropshire said he advocates a consumer liaison office that is receptive to consumer trends and has input to company decision-making.

Shropshire graduated last spring from New Mexico State University.

Bennie Morris (left in above photo), a forestry technician in McKee, Ky., is congratulated by acting assistant secretary Ned D. Bayley (right in photo) on being one of six handicapped employees honored by USDA this year. The six were honored for being nominated by their agencies for the governmentwide Outstanding Handicapped Employee of the Year Award. Of the six, Morris was chosen as USDA's nominee for the award. Looking on in photo at left is Howard Stone, an advocate for the disabled and guest speaker at a USDA ceremony. Following the awards ceremony, five of the six honorees posed for a group photograph (above, right) in the main Agriculture Building patio. The five are, front row from left: Bennie Morris; Susan Stanzel, Agricultural Stabilization and Conservation Service, Kansas City, Mo.; Vira Milbank, Animal and Plant Health Inspection Service, Hyattsville, Md.; Cheryl Kent, Economics and Statistics Service, Washington, D.C.; and Perry Tillman, National Finance Center, New Orleans, La. Unable to attend the ceremony was nominee James G. Colborn, of the Forest Service in Milwaukee, Wis. Musical entertainment for the awards ceremony was provided by Percy Johnson (below left), a blind clerk typist with the Food Safety and Quality Service.

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Milton Sloane, Editor
Sharon Edwards, Assistant Editor

On Being A Good Host

The Forest Service's long tradition of dedicated public service and its reputation for having friendly, courteous, and helpful personnel are being reemphasized under its HOST program. The HOST program is designed to assure that the Forest Service provides complete and effective service to the public.

Bill Holman, coordinator of the 22-month-old program, said that "the reemphasis is essentially an effort to improve our ongoing service to the public." Holman explained that "as the years have passed, the Forest Service's workload has increased and the work of the agency has become infinitely more complex. To assure that our public service skills keep pace with our technical abilities, it's time to reemphasize the program's importance."

Under the reemphasis effort, Holman said, Forest Service employees are being made aware—through training—of the importance of the HOST program and being encouraged to provide effective, efficient, and courteous public service in all of their activities. They are also encouraged to assure their accessibility to all members of the public.

Holman said "it's hard to measure how successful a program like this is, however we do get letters from the public thanking Forest Service employees for everything from getting their vehicles unstuck from knee-deep mud to courteously helping researchers. One individual wrote that a Forest Service office which sent requested information quickly was 'a refreshing change from other governmental agencies and heartening to this somewhat disillusioned taxpayer.'"

Holman said that many of the letters are reprinted in agency newsletters to keep awareness of the HOST program high. He added that periodic management reviews and a public feedback system are being developed to help Forest Service officials monitor the program.

HOST

The symbol of the Forest Service's new HOST Program.

Helping Build A Better Diet

As a nutritionist, Ellen Garrahie is asked many questions. But the toughest one that's tossed at her as she travels throughout New England is: "How can one have a healthy diet on just 38 cents a meal?" That's the average amount families have to spend—based on food stamp benefits.

According to the Food and Nutrition Service, the food stamp benefits work out to less than $35 per person per month, which is about 38 cents per person per meal. FNS points out, however, that the figure is only an average.

Garrahie trains community workers to give nutrition guidance to food stamp families. Garrahie said that during her training sessions, she explains to workers how food stamp families can eat economically—but adequately—on their allotments. Through the workers, she said, she hopes to reach thousands of food stamp participants with practical information on how to shop wisely and to plan nutritious low-cost meals. The people she trains include Extension aides, food and welfare advocates, church and food bank volunteers, local food stamp staffs, and others who are in direct contact with food stamp families.

Garrahie's assignment grew out of the development of nutrition education materials called for by the Food Stamp Act of 1977. In response to that law, USDA produced two nutrition education aids—a bright yellow poster, "Your Diet, Your Health," and a companion brochure, "Building a Better Diet." To make use of those materials, FNS specialists felt a need for more personal nutrition education activities.

The reason, explains **Marie Lubeley**, director of nutrition and technical services in FNS' New England regional office, is that "nutrition education is not as simple as putting a brochure on a desk or a poster on a wall. People need support in learning about the relationship between diet and health. . .particularly people with very little money to spend."

Traditionally and by law, Lubeley added, Cooperative Extension aides work directly with food stamp families seeking nutrition assistance. But, because Extension's methods are often based on one-to-one or small group contact with families, in many areas the aides can only reach a fraction of the households receiving food stamps.

Lubeley's idea was to try to reach more families by involving additional people in the nutrition education process. With training, she felt, food stamp workers and others could offer some of the same kind of help nutrition aides offer in many communities.

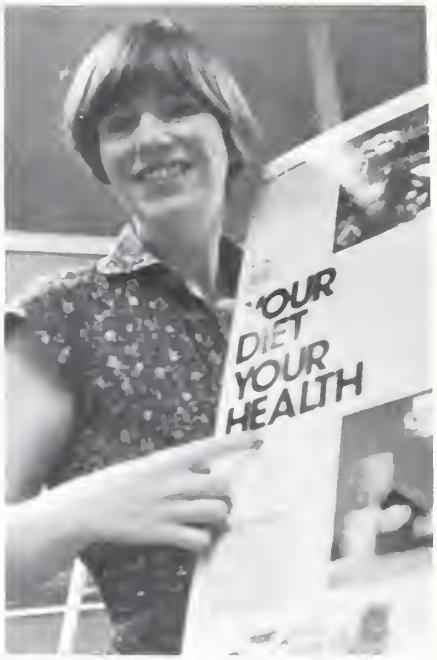
In Maine, where 15 percent of the State's population receives food stamps and where there are only 59 Extension workers, Extension leaders welcomed such a project.

Extension people paved the way for Garrahie to conduct 10 training meetings in Maine, between May and July of 1980. They selected the sites, identified the people who could best use the training, and found a place in which to hold the meetings. By the end of July, Garrahie had met with over 300 people who have contact with as many as 6,000 food stamp recipients.

Garrahie is now leading similar training sessions elsewhere in New England at the request of numerous groups.

A veteran with Extension in Massachusetts, Garrahie is accustomed to talking with food stamp families and is touched by the economic pressures they face. "When I was warming up for this project," she recounted, "I met with a group of eight food stamp participants in Haverhill, Mass.

"I demonstrated making chili from a low-cost recipe, and as it cooked I was talking about diet and health. Suddenly, one of the women began to cry and left the room. Later, I learned that three of her four children were sick, and she couldn't afford the juice the doctor had recommended. She understood that food is important to health, but that didn't help."



FNS nutritionist Ellen Garrahie holds up a copy of the poster "Your Diet, Your Health" which she uses to instruct community workers on how to give nutrition guidance to food stamp families.

Garrahie said the incident took place near the end of a month, when many low-income families find it especially hard to make ends meet. Knowing the difficulties families face, Garrahie added, makes it a challenge to help food stamp families and those who work with them find ways to turn food stamp allotments into nutritious meals.

Garrahie said that as part of her training, she is teaching community workers *how* to teach as well as helping them decide *what* to teach. She said she also talks a lot about which ways are most effective in getting messages across.

Garrahie said that in recent years, she has had opportunities to see changes in food attitudes, and feels the combination of economic pressures and better information has led people to explore new ways to meet their nutritional needs.

Garrahie said she hopes to have the training project started in all New England States by next spring.

Story by Catherine Jensen

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Employee Newsletter
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of Agriculture

'USDA'

Volume 39
Number 24
November 19, 1980

Help On The Way From USDA

The first major disaster to shake the Nation occurred last May with the atomic-like eruption of the Mount St. Helens volcano in Washington State. The first in a series of eruptions claimed over 30 lives. Many are still missing. The volcanic release devastated a 150-square-mile area of once scenic land, blanketing the area with ash, launching severe mudslides, and igniting forest land.

With drought and a record heat wave Kansas was not so corny this August. Above, one of many Kansas farmers who suffered the effects of drought shows a sample of a harvest fit only for livestock or for plowing under to restore nitrogen to the land for a possible fall wheat planting.

- A slumbering volcano in the Pacific Northwest awakens violently to devastate a 150-square-mile area and has continued its angry eruptions since. . . .
- Drought and record heat waves wreak havoc on the Nation's livestock and crops. . . .
- Tornadoes rip through flourishing communities leaving barren land and leveled homes in their wake. . . .
- Hurricanes veer inland, causing massive destruction and flooding along the southern seaboard.

In what may well be one of the worst years in natural disaster history, USDA disaster aid programs are expected to be pushed to their limits. . .and perhaps even further.

As a result of this year's natural disasters, **Secretary Bergland** projects, U.S. farmers are expected to need a record $5.1 billion of emergency credit from the Farmers Home Administration during the 1981 fiscal year, and payments to farmers under disaster aid programs administered by the Agricultural Stabilization and Conservation Service are expected to quadruple to about $1 billion in fiscal '81.

Other agencies, the Secretary said, will provide additional forms of disaster assistance to farmers. The Secretary noted that "since actual loss is one measurement used to determine eligibility and assistance, the full extent of emergen-

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cy financial assistance will not be known until after harvest."

The Secretary said that of the agencies supplying disaster assistance, the Farmers Home Administration will need about 1,300 additional employees just to process the anticipated volume of incoming applications for emergency credit. More than a thousand have already been hired on a temporary basis at county offices receiving large numbers of loan applications.

Other teams of temporary workers, he said, are now being established.

The Secretary added that over $2 million will be needed to cover nearly 13 million miles of travel he said will be required to get the emergency loans processed and serviced.

Allan Brock, FmHA deputy administrator who heads up the agency's emergency loan program, said that FmHA State offices are filling the extra, temporary positions at the local level by hiring applicants who are unemployed and looking for work. The temporary appointments, he said, will probably be on a 3-to-6-month basis.

Brock explained that the emergency credit will help food and fiber growers wage a comeback fight against the ravages of drought, prolonged heat, and other disasters which devastated crop and livestock enterprises in many areas.

Under ASCS disaster aid programs, Secretary Bergland said, farmers may be given assistance when a natural disaster has reduced the amount of food normally produced on the applicant's farm, impaired or endangered the land, or materially affected the productive capacity of the land. Secretary Bergland said the goal of the USDA loan program is to make sound loans, and to stick with farmers if a farm enterprise has a chance of making it. "At the same time" he said, "our purpose is to supplement, not supplant, private lending. We would expect to return borrowers to regular, private sources of credit at the earliest opportunity." □

Along with the 1980 drought came a rash of tornadoes (depicted by an artist above) and later, hurricanes. These devastating acts of nature further contributed to the already high tally of over 1,400 counties throughout the Nation officially designated emergency disaster areas. Illustrations courtesy of National Oceanic and Atmospheric Administration.

Employees By Day—Volunteers By Night

After a hard day's work, most employees look forward to a quiet evening with the family, a visit with some friends, or an entertaining evening on the town.

In Florida the past two years, a group of USDA employees sacrificed all of that to devote their time to another activity. The employees volunteered some of their evenings and weekends to help make a success of the Dade County Youth Fair. Conducted each spring in Miami, the fair is basically a showcase for youth achievement, primarily in the area of agriculture.

During the past two years, the USDA volunteers—all employed with the Food Safety and Quality Service—donated as much time as they could spare to provide continual coverage at the local fair. For this year's event, the volunteers and members of their families donated a total of 165 hours to the fair, which ran for an average of 13 hours a day, for 11 consecutive days. The employees also devoted another 400 hours to the fair during official business hours. Last year, the employees donated over 140 hours of their own time, and put in another 200 hours while on the job.

During the two years, the volunteers' activities ranged from compiling packets of information for the public, to staffing an FSQS exhibit. The exhibit featured a number of displays put together by FSQS employees.

Reginald Malone, coordinator of the FSQS exhibit and a Miami food inspector, said that during the fair employees took turns staffing the exhibit and in answering people's questions about the products FSQS inspects. The volunteers also distributed over 25,000 pieces of material to members of the public who requested them. Malone said the

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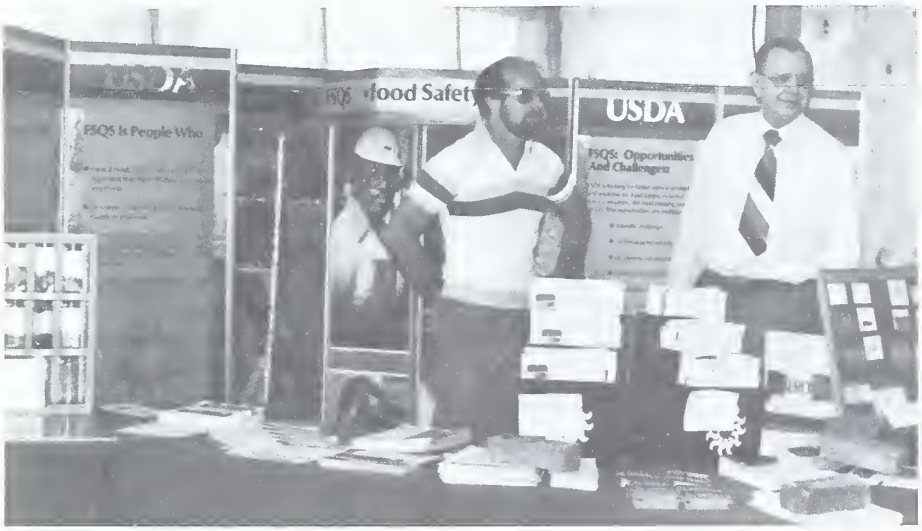

Reginald H. Malone (left), a processed food inspector in Miami, and Harry Burchardt, a personnel management specialist in Atlanta, staff an FSQS exhibit at the Dade County (Fla.) youth fair. It was the second year in a row the two had helped staff the exhibit. Altogether, more than two dozen USDA employees and members of their families sacrificed some of their evenings and weekends this year to devote to the fair.

USDA Gets New High-Ranking Post

USDA's rural development effort got a big boost recently with passage of the Rural Development Policy Act of 1980. The law creates a new position in the Department: under secretary for small community and rural development. The law is intended to give added emphasis to the rural development mission in USDA.

In gaining the new high-level post, USDA announced that **Alex P. Mercure**, who has served as a USDA assistant secretary since 1977, has been named to fill the post on an interim basis. Mercure continues to have jurisdiction over the Farmers Home Administration and the Rural Electrification Administration. He also serves as co-chairman of the Cabinet-level working group with prime responsibility for implementing the small community and rural development policy.

Prior to being named an assistant secretary, Mercure was vice president for regional and community affairs at the University of New Mexico.

Filling a new USDA post on an interim basis, Alex P. Mercure has been named under secretary for small community and rural development. The high-level position was created with the passage of the Rural Development Policy Act of 1980.

cont'd from page 3

material included such items as "How to Buy" leaflets on eggs, beef, poultry, and cheese; a guide on nutrition; and four different cookbooks produced by USDA. The material also included a series of publications in Spanish, for the benefit of a large segment of Dade County's population.

Malone said that as a followup to the fair, FSQS is mailing out other informational materials to school teachers and others who request them. He added that the fair "did a lot of good in getting FSQS employees out to meet the people, and to let the people know that USDA is there." Annual attendance to the fair, he said, was over 500,000 persons the last two years.

Malone said that the display which attracted the most attention was an assortment of diseased animal tissues taken from cattle, swine, and poultry. The preserved tissues were collected by FSQS veterinarians **Dr. J. A. Espinosa** of Bartow, Fla., and **Dr. Karl A. Langheinrich** of Athens, Ga. Coordination for the tissue collection was handled by **Dr. Don Franco** of Atlanta, Ga., and **Dr. F. L. Thomas** of Tallahassee, Fla. Fresh specimens of diseased animal tissues, Malone noted, were provided by processed food inspector **Robert Madero** of Hialeah, Fla.

Another FSQS attraction showed samples of various types of foreign objects (such as pieces of wood, metal, paint chips, and bullet slugs) which FSQS inspectors have found in meat products. That display was provided by **Richard Abblett**, an import meat inspection supervisor in Miami.

Malone said that in addition to himself, volunteers who staffed the exhibit during the 1980 fair included:

- **Donald Delozier, Willie Velazquez, J. Scott Tyler**, and **James Taylor**—all processed food inspectors in Miami.
- Miami processed food inspector **Robert Britton** and his wife **Martha**.
- Food inspector **Everett Gerhardt** of Miami and his wife **Virginia**.
- **Barney Hoefer**, a food inspector in Union City, Tenn., flew to Miami one Friday to provide relief help to the other volunteers, then returned to his duty station the following Monday.

Others who donated their time to help with the exhibit included:

- Malone's wife **Wilma** and their children **Michelle**, 12, and **Steven**, 9, who all helped compile information packets.
- **Roy Holden**, a staff assistant for FSQS in Atlanta, who designed and helped contruct the backdrop support system.
- **Harry Burchardt**, a personnel management specialist in Atlanta, and his wife **Mildred**, who both compiled material for the information packets. (Harry Burchardt also built the two display racks for the diseased animal tissues.)
- **Karen Dugard**, a meat grader in Washington, D.C., who also helped compile information packets.
- **John Mehl** and **Jim Gearhart** of FSQS in Minneapolis, Minn., and **John Taylor** and **Julia Peay** of FSQS' equal employment opportunity staff in Washington, D.C., who all helped coordinate materials and potential volunteers from areas outside the meat and poultry inspection division.

Malone said that the volunteer effort originated from a heavy travel restriction last year which prevented FSQS from using out-of-town personnel at the fair. In order for the agency to proceed with its exhibit plans, Miami food inspectors then volunteered their time. "That exhibit was so successful," Malone noted, "that it was again planned for this year's fair. From now on, we will try to add something new each year." □

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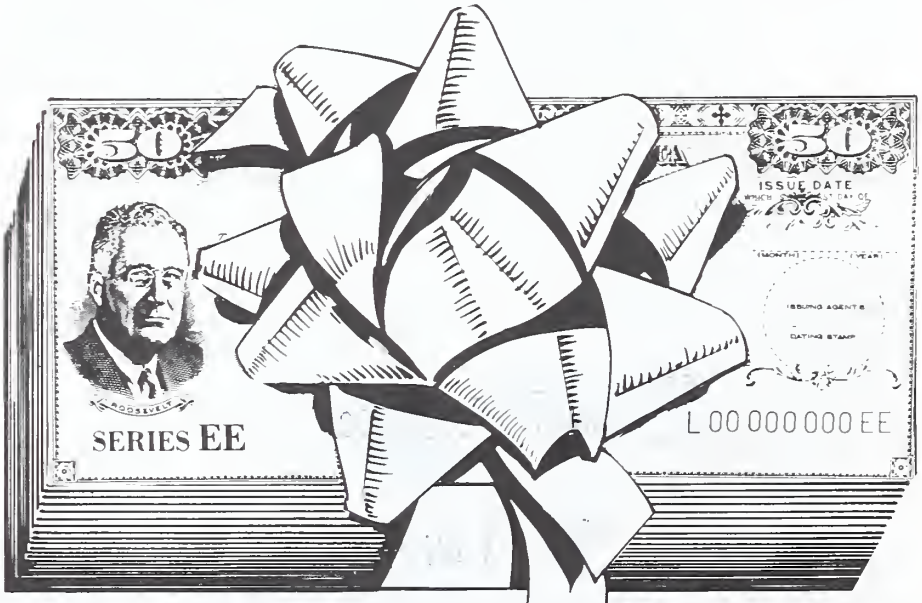
Milton Sloane, Editor
Sharon Edwards, Assistant Editor



Give the present with a future.

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Employee Newsletter
of the U.S. Department
of Agriculture

'USDA'

Volume 39
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December 17, 1980

Market News Reporters

They Never Miss Their "Appointed Rounds"

"Not snow, nor rain, nor heat, nor gloom of night stays these couriers from the swift completion of their appointed rounds."

This tribute to Persian messengers penned by Greek historian Herodotus around 400 B.C., today well befits market news reporters throughout the country.

Employed by the Agricultural Marketing Service (AMS)—together with State agencies—the reporters serve as the eyes and ears of the agricultural industry. Numbering over 400, the reporters collect, analyze, and disseminate the latest information available on the supply, demand, prices, and movement of a wide assortment of agricultural products. These include fruits and vegetables, ornamental crops, cotton, livestock, poultry and eggs, as well as peanuts, grain, tobacco, and dairy products. The information the reporters gather helps growers, shippers, wholesalers, and others make important marketing decisions every day. Once the information is gathered, it is then relayed across the country over AMS high-speed telecommunications network, and is quickly released through telephone recorders, newspapers, radio, television, and in printed reports.

Almost everywhere farm products are traded, federal-State market news reporters are at work, checking on qualities and quantities, prices paid, demand, movement, and marketing trends.

One such trading place is New York City's sprawling, 126-acre Hunts Point Terminal Market, the largest wholesale fruit and vegetable market in the country. At

(cont'd on page 2)

On his daily rounds, Mike Pflueger (left), officer-in-charge of the market news office at the Hunts Point Terminal Market in New York City, jots down information given by salesman John Scobie on the latest prices paid for fruits and vegetables.

Once the information is gathered, it is then flashed across the country via AMS' new high-speed telecommunications equipment, as operated above by AMS clerk-typist Maria Olmedo.

(cont'd from page 1)

Hunts Point, market news reporter officer-in-charge **Mike Pflueger** and his three associates walk an estimated 8 to 10 miles each day, over a 4-hour span, making their "appointed rounds" through rain, snow, heat, etc. They obtain information on prices, supplies, quality, and a host of other essential facts on a market where the average tonnage ranges from 6,000 to 7,000 tons a day.

When Pflueger took charge of the Hunts Point market news office, he quickly realized that the information he and his staff gathered was being issued too late to be meaningful to all users. So Pflueger came up with an idea that lopped off two full hours. Instead of having market reporters return to the office to compare prices and other information, Pflueger set up a central, more convenient location where they could meet at a specific time. From this point the information is relayed by phone to the office where it is simultaneously transmitted over the AMS telecommunications network.

Implementation of this system now enables the office to release market reports by 10:30 a.m. instead of 12:30 p.m. As a result, produce traders on the West Coast now have Hunts Point market information available at the start of their trading day.

To cope with the heavy volume of calls for market information that daily swamped the office, Pflueger installed an automatic answering service which saved the staff from having to handle each call individually. He also initiated a printed report on preliminary trading which is hand-delivered to brokers, receivers, and wholesalers daily. This popular report is eagerly snatched up by recipients each morning and read on the spot.

Knowing that problems are the rule rather than the exception on the market, Pflueger has learned to anticipate the unexpected. Thus, when shipments of Chilean fruit suddenly and dramatically jumped during the winter months, Pflueger recognized the significance and set up a special Chilean fruit report. The report is now included as part of Pflueger's daily report which currently reaches over 1,000 subscribers nationwide.

In an auction room at the Hunts Point market, buyers receive the latest information on what fruit is being offered, the various sizes, and other specifications from auctioneers standing on the rostrum.

Pflueger's ability to quickly resolve problems is understandable, given his background in the produce business. He began on the proverbial ground floor just after high school when he joined his father and brother as a partner in the family-owned produce firm in Pittsburgh. In 1967 he left to join AMS as a market reporter. Pflueger's 4-year stint at that job, coupled with relief assignments in 16 other markets, seasoned him well for work at Hunts Point.

Before arriving at Hunts Point, Pflueger headed up the Benton Harbor, Mich., market news office where he earned a certificate of merit for implementing expansion of market reporting in the State.

Now nearing completion of his second year at Hunts Point, Pflueger feels he has "found a home." He enjoys the challenges inherent in a market of such magnitude, as well as the color, the camaraderie, and cultural ambience which are different from any other market he's ever seen. (A market where on any given day snatches of conversation in a dozen or so languages can be heard, the like of which is probably only heard during a coffee break at the United Nations.)

Hunts Point is indeed a market where you never know whether the day will be routine or one spiced with an adventure or two. Quite frequently it's the latter and sometimes a bit too adventurous, as Pflueger found out early.

Pflueger had just settled into his new home in New Jersey when a 17-inch snowstorm hit the New York metropolitan area, immobilizing virtually everyone. Pflueger made it to the market and managed to get out a preliminary report and to maintain essential services.

After that experience, it goes without saying that Herodotus in his heaven and the 1,000-plus subscribers of Hunts Point market reports on earth won't have to worry whether Pflueger and his market news couriers will complete their "appointed rounds." Past performance assures that they will, come rain or shine—or snow!

Story by Bryan Killikelly

As indicated in story at left, gathering information is only one aspect of the agricultural market news system. Getting it into people's hand is another important phase. Throughout the country, farmers, food dealers, processors, brokers, truck owners, and others rely heavily on market news reports to make serious marketing decisions.

To speed up delivery of those reports, the Agricultural Marketing Service (AMS) has introduced a new, high-speed telecommunications system that spans an estimated 15,000 miles. Complete with video display terminals (VDT's), the new system is more than 10 times faster than the old one, transmitting 1,200 words per minute (or 20 words per second) to State and federal market news offices all across the country. It also serves a total of 121 cities.

Don Wilson, head of AMS' communications section in Washington, D.C., said the new system has eliminated backlogs of 5-6 hours in getting information to the West Coast, and has reduced the number of circuits needed to send that information. He added that the new interstate system replaces a 75-100 word teletype network which USDA had operated since 1939. The first market news communication system began operation in 1917 using Morse code.

This year's Agricultural Outlook Conference, held in the Washington South Building, gave participants the opportunity to see a multimedia display on the latest materials available on food and nutrition. The materials are for use in nutrition education programs. Displayed by USDA's Science and Education Administration are posters, films, filmstrips, slide shows, video tapes, games, and publications produced by commercial as well as noncommercial sources. The materials are available from SEA's Food and Nutrition Information Center in Beltsville, Md. On exhibit during a portion of the conference, the display was keyed to conference discussions on food consumption and dietary issues. In photo at left, Robyn Frank (right), chief of the Food and Nutrition Information Center, examines some of the display materials with Joan Zubres, also of SEA.

Keep the Change

You're traveling on official government business. Your airline and other reservations have already been confirmed, and all of your tickets have been picked up and paid for. You're seated on the plane, awaiting take-off, when an airline representative comes on board to ask for "volunteers." You're told that if you relinquish your reserved seat, the airline will pay you $100 for example. Immediately you wonder if you can keep the money.

You can, says the Comptroller General of the General Accounting Office (GAO), *if* all of the following conditions are met:

- voluntarily giving up the reserved seat does not impinge upon the performance of your official duties (such as making you late for a meeting).
- there are no additional travel expenses to the government as a result of the delay in travel.

AND

- you take annual leave for any additional hours that your trip is delayed during official duty hours.

Sandra Kazimer, an accounting technician with USDA's Office of Operations and Finance, noted that if there are any additional claims to the government as a result of a travel delay (such as for additional per diem), the amount of the additional expense would be offset against the traveler's claim for reimbursement.

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Milton Sloane, Editor
Sharon Edwards, Assistant Editor

Saving Bonds Getting Better

U.S. Savings Bonds are not only great for the Nation but also provide purchasers an exceptionally convenient means of saving through payroll deduction. Plus, the return on bonds is improving markedly.

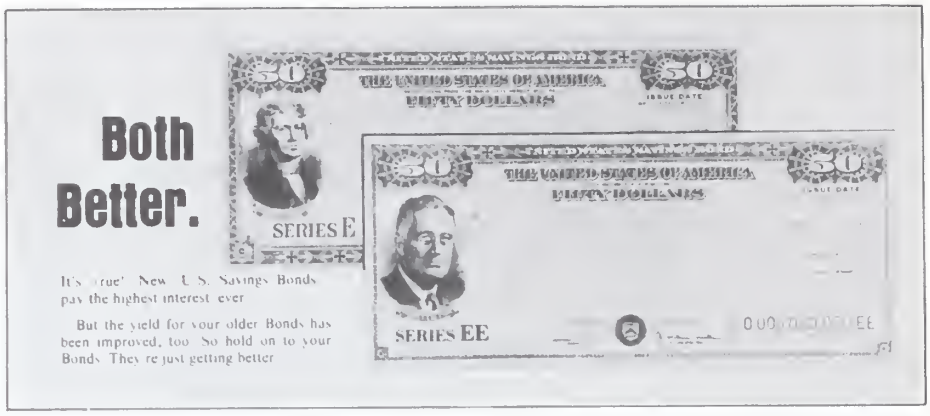
Series EE bonds purchased on and after November 1, 1980, will earn 1 percent more interest (8 percent compounded semi-annually over the previous 7 percent) when held to their maturity, which has been decreased to nine years. Term of maturity for Series EE bonds purchased before November 1, 1980, will remain at 11 years, but the overall yield will increase by 1 percent effective with the first semiannual anniversary of the issue date that occurs on or after May 1, 1981. These bonds will then earn at a level rate of 8 percent for the 2 years preceding original maturity.

The interest rate of Series HH bonds purchased on and after November 1, 1980, will also increase from 6 1/2 to 7 1/2 percent to their maturity, which remains at 10 years. (Interest on Series HH bonds is paid semiannually by check.) Series HH bonds purchased before November 1 likewise will earn interest at a level rate of 7 1/2 percent to maturity, effective with the first full semiannual interest period that begins on or after November 1, 1980.

And what's more, employees who hold outstanding Series E and H bonds as well as Savings Notes (Freedom Shares) issued before the conversion to Series EE and HH earlier this year will also benefit from the 1 percent interest increase on bonds held to their next maturities. Also, the redemption value of Series E and EE bonds and Savings Notes will improve. In general, the increase is effective with the first semiannual interest periods that began November 1, 1980.

Treasury Secretary **G. William Miller** said the action "is a major step of assuring a fair rate of return to small savers. We need to encourage greater total savings in this country important to reducing inflation and providing the enormous investment needed to revitalize our economy in the 1980's."

The Treasury Department issued a further statement that depending on market conditions, another rate increase of up to 1 percent may be made as early as May 1, 1981.



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She noted, too, that there are instances where government travelers may *not* keep the money from an overbooked airline. If, for example she explained, an airline denies accommodations to a government employee (because it has overbooked and could not get any volunteers to give up their reserved seat), the airline must compensate the "bumped" government worker, who—in turn—must give the money to the government.

In order for a government traveler to be able to keep the money, Kazimer emphasized, the employee must have given up his or her seat voluntarily.

Kazimer added that as the result of a GAO decision, USDA is in the process of refunding some airline payment money which a few employees turned in. The decision allows employees to keep any money received from an airline for giving up their seats voluntarily. The decision applies, however, Kazimer said, only to government travelers who received the payment after September 3, 1978.

A contribution to employee development has earned Ron Gurley (left), of the Food Safety and Quality Service, a special award from the Interagency Advisory Group. The group is composed of individuals from various federal agencies who examine and review agency policies. Gurley, who serves on a subcommittee of the group, is FSQS chief of employee development and safety. At his suggestion, the subcommittee put special focus on the trainer's role in developing and implementing performance appraisal and merit pay systems. Gurley designed a questionnaire on the systems, which has been distributed to federal agencies. Presenting the award to Gurley is Barbara L. Hulick, subcommittee chairperson and an employee of the Community Services Administration.

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"Have a bright outlook and don't give up. Keep striving for higher goals."—Jean Payne, senior budget analyst, Food Safety and Quality Service.

"Study hard and get involved in as many areas of the field as you can."—Malcolm Thompson, senior research organic chemist, Science and Education Administration.

"Don't assume anything will come to you. Take the initiative and go after it."—Sheila Perrin, employee relations specialist, Forest Service.

A Very Determined Trio

All USDA employees, Payne, Perrin, and Thompson are excellent examples of people who have surged ahead by employing some initiative and practicing what they preach. Over the years, they have studied hard, gotten involved in many different areas, been real go-getters, kept their sights aimed at higher goals, and never given up. By doing so, they have taken their own advice and parlayed it into successful careers.

As senior organic chemist for the Science and Education Administration (SEA), Thompson is one of only a handful of scientists ever to attain such an advanced position without first attaining a Ph. D. He works at the insect physiology laboratory in Beltsville, Md.

A graduate of Xavier University (New Orleans) with a master's degree, Thompson has been tackling research problems for USDA since 1962. For 15 of those years, he was the only organic chemist at the insect lab working on the chemical aspects of the identification and synthesis of certain insect hormones. Before joining SEA, he worked with the Army Chemical Center and with the National Institutes of Health, where he said he had "the opportunity to develop into a good organic chemist using the latest laboratory techniques and equipment.

At Beltsville, Thompson and other members of the insect lab were the first to synthesize chemicals closely related to insect juvenile and molting hormones. They were also the first, working with members of the plant hormone and regulators laboratory, to synthesize hormones which promote plant growth.

Thompson says that while science requires a lot of self-discipline, he enjoys his work and finds it very relaxing. To young people aspiring to become scientists, Thompson advises "read as much scientific literature as possible, and if you get the opportunity to work in a laboratory, spend as much time as you can listening to and observing scientists."

Now mid-level professionals, Perrin and Payne both began their USDA careers in 1967 and both began working for the Department as clerk-typists. Today—through determination—Perrin is an employee relations specialist, and Payne is a senior budget analyst.

To get to her position, Perrin said she "made a critical evaluation of myself early in my career. I felt," she said, "I never had the propensity to be a good secretary. Therefore, I thought about the career paths of a personnelist or an accountant. I then established some

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Honoring the Past and Present

The sign above the desk says "USDA Visitor Assistance." The face behind the desk looks familiar.

At USDA's two main buildings in Washington, D.C., a group of retirees have volunteered to help visitors locate persons, places, and information in the Administration and South Buildings. Since last July, 30 such USDA retirees have agreed to give an average of three hours a week to help visitors find their way around USDA.

Seated at desks at the main entrance to each of the buildings, the volunteers—who had a combined total of more than 1,000 years' service for USDA—distribute maps, directories, and publications to the visitors, as well as answer a host of questions. The visitors include Members of Congress and other government officials, business leaders, tourists, foreigners, 4-H members, and farmers and their families. In recent weeks, the visitors have also included large numbers of jobseekers. During the last half of 1980, **Walter John** noted, the volunteers greeted and assisted about 10,000 USDA visitors. John is executive director of OPEDA, the Organization of Professional Employees of the Department of Agriculture, which established the volunteer program.

John explained that the program is being conducted at USDA under a memorandum of understanding between Assistant Secretary for Administration **Joan S. Wallace** and OPEDA President **Richard G. Ford**. Under the agreement, USDA furnishes the desks and chairs for the volunteers (as well as the directories, maps, and publications), while OPEDA provides the volunteers. OPEDA is also providing a special leaflet entitled "Welcome to USDA," which contains brief descriptions about the work of USDA's major program agencies. In setting up the program, OPEDA solicited the cooperation of the participating volunteers and worked out the details with the Office of the Secretary.

Among the participants in the program are retirees **C. B. Gilliland, Altie Cohen, Mildred Peitz, T. C. Byerly, Sam Hoover, James Koch, Max Hinds, John Banning, Gordon Fox, Jane Steffey,** and **Ed Callahan.** Other participants are retirees **David Whitenack, Clare Hendee, Erwin Elting, Edward Karpoff, Harry Trelogan, Ida Lee Sliney, Ed**

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short and long range goals and set out to meet them."

In 1974, Perrin was selected to participate in USDA's upward mobility program and received training and experience in personnel work. At the same time, she attended classes at a local community college. Perrin says that anyone interested in a federal career should "obtain a college education and take advantage of training opportunities on and off the job. Also, they should apply themselves to the best of their ability."

When she was a typist, Payne began attending night courses offered by the USDA Graduate School. The courses enabled her to move into a better paying occupational series, and in 1978 Payne was selected to participate in the career development program for women. Payne says that "training, a pleasant personality, and a willingness to perform are characteristics which helped me to reach my goal." She reminds workers that in the process of trying to move up, "sometimes obstacles may dim your way, but if you keep your goal in sight, one day you will succeed."

Payne, Perrin, and Thompson all agreee that the key to attaining any goal in life is "determination." □

USDA retirees who volunteered to donate a few hours each week to assist visitors to the Department were honored at a recent ceremony by assistant secretary Wallace. The visitor assistance program was developed by OPEDA in cooperation with the Secretary's Office. Among the retirees present to receive awards were (l.-r.): front row—David Whitenack, Altie Cohen, and C. B. Gilliland; second row—Mildred Pietz and Gordon Fox; third row—Erwin Elting and Edward Karpoff; fourth row—Ida Lee Sliney, Harry Trelogan, and Rose Kumro; fifth row—Hajime Ota, Helen Strow, and Ed Strand; top row—Walter John (executive director of OPEDA), Stephen Wrather, Helen Brock, and Neil Raudabaugh.

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Strand, Stephen Wrather, Helen Brock, Neil Raudabaugh, Lloyd Martin, Ralph Spencer, Hajime Ota, Rose Kumro, Kyle Randall, Kenneth Ogren, Lloyd Rutledge, Helen Strow, and **Charles McDougall**.

In honor of their unselfish service, the volunteers were recently cited at a special Washington ceremony by Assistant Secretary Wallace. Dr. Wallace presented each of the volunteers a beautiful framed certificate, and awarded a gold plaque to OPEDA for developing the service.

Dr. Wallace also presented awards of excellence to 9 other groups and to 13 individuals of her staff for a variety of outstanding performances and achievements. In presenting the awards, Dr. Wallace said: "The activities of our office play a vital role in supporting the far-reaching programs of this Department. . . .

"Today, we are honoring only a few of the employees who have loyally served in an outstanding manner. There would not be time to recognize all who have contributed to the accomplishments of Departmental administration. These accomplishments are indeed something to be proud of."

Guest speaker for the award ceremony was **Jule M. Sugarman**, deputy director of the Office of Personnel Management. □

Dr. Wallace also presented a group Award for Excellence to the debt management study team for improving the economy and efficiency of debt management within USDA and the federal government. Accepting for the group is Alan Strelser (right in photo), of the Office of Operations and Finance. Altogether, Dr. Wallace presented awards for excellence to 13 individuals and 10 groups under her direction.

More for the Money

Starting next October, employees young and old (who are enrolled in the Federal Employees Group Life Insurance program) will begin receiving additional benefits.

In an effort to improve the program, **President Carter** has signed into law a bill that will give employees additional protection when they need it most, and allow other employees to keep more of the protection they already have.

The new law provides increased insurance coverage for employees under age 45, at no additional cost to the workers. It also allows employees retiring in the future to choose a lesser reduction in their after-retirement coverage.

The new law will make higher amounts of basic insurance available to younger employees and add several new options under which employees will be able to purchase large amounts of additional insurance at group rates. Currently, employees can purchase basic insurance under the FEGLI program at the same rate

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A Secretary's Prayer

Dear Lord, I need help too. . .

Help me to be a good subordinate, to have the memory of an elephant or one at least three years long. . .

Help me by some miracle to be able to do six things at one time, answer four telephones at the same time while typing a letter that 'must go out today.' And when that letter does not get signed until tomorrow, give me strength to keep my mouth shut instead of raising cain as I'm tempted to do. . .

Dear Lord, never let me lose patience even when the boss has me searching the files for hours for something that is later discovered in his desk. . .

Help me to have the intelligence of a college professor, though my education was limited to four years of high school. . .

Help me to understand and carry out all instructions without any explanations whatsoever. . .

Let me always know just where the boss is, what he is doing, and when he will be back, even though he did leave without telling me. . .

And Lord, when the year ends, please let me have the foresight not to destroy records that will be asked for in the next few days, even though I have been told to destroy them.

AMEN

(author unknown)

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Milton Sloane, Editor
Sharon Edwards, Assistant Editor

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per $1,000 regardless of age. The basic plan provides coverage in an amount equal to an employee's salary, rounded to the next higher thousand dollars, plus $2,000. Thus, if an employee earns $12,423 a year, for instance, insurance coverage amounts to $15,000.

Under the new law, employees under age 45 will be eligible for up to twice the amount of basic insurance they now normally receive. Under a new computation table, the coverage will decrease by 10 percent a year, for each year the employee is above age 35. Thus, for example, for employees age 35 and under, the amount of coverage would be two times the regular amount (or $30,000 instead of $15,000 in the case of the employee earning $12,423 mentioned above), 1.90 times the regular amount for employees age 36, 1.80 times for employees age 37, 1.70 for employees age 38. . . on down to 1.00 (or the normal insurance coverage) for employees age 45 and above.

Alan Campbell, former director of the Office of Personnel Management, which administers the life insurance program, said that "the new bill makes the FEGLI much more attractive to employees, and does so at relatively little cost to the government. It gives employees a better insurance buy for their money."

Campbell said that in addition, the new law will allow all employees to purchase additional optional insurance and, for the first time, allow them to buy life insurance on their family members. The new law will also allow retirees to retain more of their existing coverage. Presently, the face value of the insurance decreases after age 65 at the rate of 2 percent per month until it reaches only 25 percent of the amount in force at retirement. The new law will allow retirees to retain the full face value of their coverage, or any portion thereof.

To balance the cost of the improved regular insurance program for employees under age 45, OPM said, employees who retire after 1989 will continue to pay premiums for unreduced coverage until they reach age 65. Currently, they pay no premiums and are fully covered.

OPM said that "Open Season" for the Federal Employees Group Life Insurance program will probably be held in late February or early March 1981 to permit employees to join the program and those already in to re-elect current coverage.

Q's and A's on Federal Life Insurance

Following are some questions employees frequently ask regarding the federal life insurance program and answers (supplied by the Office of Personnel Management):

Q. When I worked for the government several years ago, I elected not to carry federal group life insurance. I have just been re-employed with a career appointment. Am I eligible for life insurance coverage?

A. Once you sign a life insurance waiver, it remains in effect until cancelled, even if you change agencies or are separated and later re-employed. To cancel your waiver, you must submit a completed Standard Form 51 through your employing office to the Office of Federal Employees Group Life Insurance. You may *not* cancel your waiver unless (1) at least one year has passed since your most recent waiver was signed; (2) you are under age 50; and (3) you submit medical evidence of insurability. If OFEGLI approves your request to cancel the waiver, you will be covered for regular insurance on your first day in pay and duty status following the date of OFEGLI approval.

Q. I filed a designation of beneficiary for life insurance with my former agency. Is that designation still valid?

A. No. When you change agencies (except as a result of a mass transfer) your designation of beneficiary is no longer valid. You must file another Standard Form 54 with your new employing agency.

Q. Does a designation of beneficiary, filed with an employee's agency, become invalid upon the employee's retirement?

A. Any valid designation on file when an employee is separated for retirement will remain valid if the employee retires under conditions which allow retention of insurance during retirement.

Q. After the insured's death, how are life insurance proceeds paid?

A. Settlement is made in the form of a lump sum payment. The benefit will, however, be paid in installment payments upon the written request of the person who is to receive the benefit. The request is made by attaching a letter to the application for insurance benefits. The Office of Federal Employees Group Life Insurance will then send the claimant information on the available types of installment settlements. The insured cannot, however, make advance arrangements for the benefit to be paid in installments.

For more information on the group life insurance program, contact your agency personnel office or the Office of Personnel Management, 1900 E Street, N.W., Washington, D.C. 20415.

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